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Report of the 1982 APA Salary Survey

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INTRODUCTION

In 1981, APA initiated a survey designed to collect salary data that could be analyzed and disseminated in a timely manner. The many requests for salary information that we receive each year from members, employers, students, and others had convinced us of the need for a source of such information. This impression was further reinforced by the large number of requests (about 2,000) that we received for copies of the report of the 1981 Salary Survey, "Salaries in Psychology 1981". The results of the second survey in this series, APA's 1982 Salary Survey, are presented in this report.

This report describes current salaries for APA members employed in a variety of roles and settings. The data reported here represent salaries for individuals who are employed full time (i.e., at least 35 hours per week), including self-employment and independent practice. These data do not represent total annual income. Many psychologists have additional sources of income from other professional activities (such as part-time private practice, consulting, and so forth). The issue of additional income is regularly addressed in other APA surveys and was not included in the 1982 Salary Survey.

Method

The 1982 Salary Survey was mailed on April 1, 1982, to a random sample of 20,000 U.S.-resident APA members who were presumed to be employed full time (i.e., at least 35 hours per week). Those who joined APA on or before January 1, 1982 were eligible for inclusion in the sample if they indicated full-time employment in response to an employment status question on the 1981 APA Directory Survey; a total of 31,664 APA members met this criterion. Those who joined APA after January 1981 (N=3,996) were simply assumed to be employed full time, thus all were eligible for inclusion in the sample. The one-page Salary Survey questionnaire (see Appendix) asked for the following information from respondents who indicated they were currently employed full time (i.e., at least 35 hours per week): current major field, highest degree, year of highest degree, total years of work experience, employment setting, type of position, full-time salary, whether the salary was on a 9-10 month or 11-12 month basis, and whether the primary source of the salary was fee-for-service (e.g., direct reimbursement, third-party payment, consultation contracts, etc.). A return date of April 30 was requested and a postage-paid envelope was provided for the respondent's convenience. The survey was anonymous, and there was no follow-up mailing to non-respondents.

A total of 12,196 completed questionnaires (61.0%) were returned. There were 559 respondents who indicated they were not currently employed at least 35 hours per week; an additional 390 respondents were excluded from further analysis because salary, type of position and/or highest degree (doctorate or master's) was not indicated. Thus, the data in this report are based on a total of 11,247 responses or 56.2% of the sample.

Organization of This Report

The report is divided into 14 sections, each describing salaries for a particular type of position. The sections are as follows:

A. Faculty Positions
B. Educational Administration
C. Research Positions
D. Administration of Research
E. Direct Human Services (Clinical Psychology)
F. Direct Human Services (Counseling Psychology)
G. Direct Human Services (School Psychology)
H. Direct Human Services (Other Psychology)
I. Administration of Human Services
J. Applied Psychology Positions (Industrial/Organizational Psychology)
K. Applied Psychology Positions (Other Psychology)
L. Administration of Applied Psychology
M. Other Administrative Positions
N. Other Types of Positions

As may be seen, salaries for "Direct Human Services" are presented separately for clinical psychology, counseling psychology, school psychology, and other psychology (Sections E through H). Similarly, salaries for "Applied Psychology Positions" are presented separately for industrial/organizational psychology and other psychology (Sections J and K). For these types of positions, salary inquiries often refer to these particular subfields of psychology, and there was a sufficient number of respondents to make detailed breakdowns possible.

For each type of position, the data are presented separately for doctoral-level and master's-level respondents. For faculty positions (Section A), the salary data are broken down according to academic rank. For all other types of positions (Sections B through N), the salary data are broken down according to total years of work experience: 0-1 years, 2-4 years, 5-9 years, 10-14 years, 15-19 years, 20-24 years, 25-29 years, and 30 years or more. The number of respondents in the "0-1 years" category is relatively small because many individuals do not join APA until a year or two after they receive their degree. Information on salaries of recent psychology doctorate recipients is available each fall in preliminary reports of APA's Doctorate Employment Survey[1].

Each section contains a brief description of the type of position and two or more tables of salary data. The first table in each section gives a frequency distribution and summary statistics for salaries of doctoral-level respondents. The second table in each section gives the same information for master's-level respondents. The summary statistics include percentiles (90th, 75th, 50th or median, 25th, 10th), mean, and standard deviation. The 90th and 10th percentiles are not given for *Ns* less than 10, and no statistics are given for *Ns* less than 5.

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[1]Fulcher, R. & Stapp, J. Preliminary Report: 1980 Doctorate Employment Survey. American Psychological Association, October 1981.

There are a sufficient number of respondents for most types of positions to present summary statistics for specific employment settings. (A complete list of employment settings may be found on the survey questionnaire, see Appendix.) In these cases, the third table in each section presents summary statistics for doctoral-level respondents employed in specific settings, and the fourth table presents similar information for master's-level respondents. The summary statistics for employment settings are also presented according to academic rank or years of work experience; in each case, the median, Q_1 and Q_3 (i.e., the 25th and 75th percentiles), mean, and standard deviation are given. Statistics are not presented where the N is less than 5.

For most types of positions, respondents reported 11-12 month salaries, and they are presented in this manner. There are two exceptions to this general rule: respondents in "Faculty Positions" (Section A) and "Direct Human Services (School Psychology)" (Section G) most frequently reported 9-10 month salaries, and the data are presented accordingly.

There are four final observations regarding the data in this report. First, the number of respondents in some categories is very small, and the statistics reported should be interpreted with caution. Second, the salary data in this report are nation-wide; for specific geographic locations where the cost of living significantly differs from the national average, the average salaries would be expected to vary accordingly. Third, positions with the same salary may differ with regard to opportunities for earning additional income. Finally, there are many factors that determine an individual's salary, and for these reports, we have chosen several of the most important: years of experience, degree level, type of position, and type of employment setting. As detailed as the breakdowns are in the following pages, they do not include other important factors such as specific job duties, benefits offered by employers, geographic location, and the particular talents and competencies of the individual. For these reasons, the salary data presented here are not intended as definitive; rather, these data represent the range of current salaries paid to a national sample of APA members.

A. FACULTY POSITIONS

The largest percentage of respondents to the 1982 Salary Survey (32.2%) were employed in faculty positions. These positions include teaching, research and other activities appropriate to the particular academic setting, including being chair of a department. Table A.1 describes salaries for 3,542 doctoral-level faculty, and Table A.2 presents this information for 84 master's-level faculty. The salary data in this section are presented according to academic rank: full professor, associate professor, assistant professor, lecturer/instructor, and other rank. Of course, salaries will also vary by years in rank.

Individuals from all fields of psychology are employed in faculty positions. At the doctoral level, the subfields most frequently reported by respondents are clinical (25.9%), developmental (9.9%), counseling (9.5%), social (8.9%), educational (7.7%), experimental (7.2%), and industrial/organizational (5.4%). At the master's level, 16.7% of the respondents report educational psychology as their major field, 16.7% report general, and 14.3% report clinical.

Two-thirds of the doctoral-level faculty are employed in various university settings, with 41.7% being employed in university psychology departments. Additionally, 13.6% are employed in four-year college settings, 10.7% in medical schools, 2.6% in two-year colleges, and 0.9% in professional schools. Table A.3 presents summary statistics for doctoral-level faculty in specific employment settings. The most frequent employment setting reported by master's-level faculty is two-year colleges (39.3%); in addition, 26.2% are employed in four-year college settings and 22.7% are employed in university settings. Summary statistics for master's-level faculty in selected employment settings are presented in Table A.4.

Faculty salaries are typically paid on a 9-10 month basis, and the salary data in the following tables are presented in this manner. (Salaries reported on a 11-12 month basis have been converted to a 9-10 month basis.) However, there are a few settings where faculty salaries are typically paid on a 11-12 month basis; these include university student counseling centers, university research centers or institutes, medical schools, and professional schools. The 9-10 month salaries reported in Table A.3 for these settings may be converted to an 11-12 month basis by multiplying by 11/9.

The median 9-10 month salary is $26,993 for doctoral-level faculty and $22,500 for master's-level faculty.

More extensive data, including breakdowns by years in rank, on faculty salaries in graduate departments of psychology are available each year from a survey co-sponsored by APA and the Council of Graduate Departments of Psychology[1].

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[1]Stapp, J. 1981-82 Faculty Salaries in Graduate Departments of Psychology. American Psychological Associaton, January 1982.

Table A.1

FACULTY POSITIONS -- DOCTORAL LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more	4	5			
$90,000 to $99,000					
$80,000 to $89,000					
$70,000 to $79,000	1				2
$60,000 to $69,000	10				
$59,000					
58,000	1				
57,000	7				
56,000	6				
55,000	7				
$54,000	12				
53,000	8				
52,000	9				
51,000	8				
50,000	14	1			
$49,000	15	3	4		
48,000	12				
47,000	19		1		
46,000	20				
45,000	32	2		1	
$44,000	24	1			
43,000	44	2	1		
42,000	48	3	1		
41,000	40	1	5	2	
40,000	47	1	1		1
$39,000	32	5			
38,000	56	4	4		1
37,000	57	9	2		
36,000	92	10	2	1	
35,000	74	16	2		
$34,000	83	19	5	3	
33,000	86	26	6	1	
32,000	87	31	3	1	1
31,000	59	22	6		
30,000	95	44	10	2	2
$29,000	75	67	27	2	5
28,000	56	60	16	1	2
27,000	64	64	18		2
26,000	28	88	22	2	
25,000	42	139	61	3	7
$24,000	18	102	3[illegible]		2
23,000	20	87	6[illegible]	4	2
22,000	12	73	74	1	2
21,000	5	5[illegible]	82	1	2
20,000	7	59	147	11	2
$19,000	2	18	93	6	4
18,000	3	18	97	7	5
17,000	1	7	59	4	2
16,000		9	45	4	5
15,000	1	1	11	2	2
$14,000			12	1	1
13,000		1	6	1	
12,000					
11,000			2	1	1
$10,000 or less	1	1	2	1	1
N	1,444	1,051	930	63	54
90%	46,000	33,000	28,000	34,000	47,500
75%	40,000	29,000	23,250	26,000	28,000
Median - 50%	34,000	25,000	20,000	20,000	22,500
25%	30,000	23,000	18,000	18,000	18,000
10%	27,000	20,000	17,000	15,400	15,500
Mean	35,501	26,289	21,710	22,349	24,241
S.D.	8,605	7,092	6,0[illegible]	7,384	11,300
9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank

Academic Rank

Table A.2

FACULTY POSITIONS -- MASTER'S LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	Academic Rank: Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more					
$90,000 to $99,000					
$80,000 to $89,000					
$70,000 to $79,000					
$60,000 to $69,000					
$59,000					
58,000					
57,000					
56,000					
55,000					
$54,000				1	
53,000					
52,000					
51,000					
50,000					
$49,000					
48,000					
47,000					
46,000					
45,000					
$44,000	1				
43,000	1				
42,000					
41,000					
40,000	1				
$39,000					
38,000					
37,000	1				
36,000					
35,000	2				
$34,000					
33,000	1				
32,000					1
31,000		1			1
30,000	1	1	1		
$29,000	1	1			
28,000		1			1
27,000		2			
26,000		1			
25,000	3	1	1	3	1
$24,000	1	2	1	2	
23,000	1	2	2	1	
22,000		4	4	1	
21,000		1	2	1	
20,000		1	2	1	
$19,000		1		1	
18,000		1	2	2	
17,000			2		
16,000		1	3		
15,000			3	2	1
$14,000				3	
13,000			2	1	
12,000					
11,000					
$10,000 or less					
N	14	21	25	19	5
90%	43,500	29,800	24,400	25,000	33,000
75%	37,750	27,000	22,000	24,000	32,500
Median - 50%	31,500	23,000	20,000	20,000	29,000
25%	25,000	21,500	16,000	15,000	20,500
10%	23,500	18,200	14,200	14,000	15,000
Mean	32,000	23,761	19,360	21,210	27,000
S.D.	7,222	3,974	4,152	9,022	7,246

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank

Academic Rank

TABLE A.3

FACULTY POSITIONS--DOCTORAL LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	FULL PROFESSOR	35,000	30,000-41,000	35,955	7,750	718
	ASSOCIATE PROFESSOR	25,000	22,000-27,000	25,894	5,335	425
	ASSISTANT PROFESSOR	20,000	18,000-22,000	20,427	5,265	323
	LECTURER-INSTRUCTOR	20,000	14,000-25,000	20,714	7,274	7
	OTHER RANK	20,000	13,000-25,000	19,200	6,797	5
						****
UNIVERSITY EDUCATION DEPARTMENT						
	FULL PROFESSOR	34,000	30,000-39,000	34,594	6,273	197
	ASSOCIATE PROFESSOR	25,000	24,000-28,000	25,872	4,016	141
	ASSISTANT PROFESSOR	20,000	18,500-21,500	20,329	2,641	73
						****
UNIVERSITY BUSINESS SCHOOL OR DEPARTMENT						
	FULL PROFESSOR	37,000	35,000-42,500	38,824	7,586	34
	ASSOCIATE PROFESSOR	30,000	27,750-33,000	30,262	3,541	42
	ASSISTANT PROFESSOR	27,000	25,000-29,000	26,667	2,959	39
						****
UNIVERSITY OTHER ACADEMIC DEPARTMENT						
	FULL PROFESSOR	35,000	31,000-43,000	37,043	7,981	92
	ASSOCIATE PROFESSOR	26,000	25,000-29,000	27,179	4,113	84
	ASSISTANT PROFESSOR	21,000	20,000-23,000	20,988	2,818	83
	OTHER RANK	28,000	20,000-35,000	27,600	8,764	5
						****
UNIVERSITY STUDENT COUNSELING CENTER*						
	FULL PROFESSOR	33,000	29,000-34,750	31,929	4,969	14
	ASSISTANT PROFESSOR	21,000	20,000-21,500	20,800	837	5
						****
UNIVERSITY RESEARCH CENTER OR INSTITUTE*						
	FULL PROFESSOR	40,500	28,750-49,500	40,100	11,367	10
	ASSOCIATE PROFESSOR	28,000	22,000-31,500	27,000	4,899	9
	ASSISTANT PROFESSOR	25,000	19,000-25,500	22,800	3,564	5
						****
UNIVERSITY, OTHER SETTING						
	FULL PROFESSOR	37,500	34,250-38,250	36,700	5,697	10
						****
FOUR YR COLLEGE PSYCHOLOGY DEPARTMENT						
	FULL PROFESSOR	29,000	25,000-33,000	29,535	6,354	155
	ASSOCIATE PROFESSOR	23,000	21,000-25,000	23,372	3,913	172
	ASSISTANT PROFESSOR	18,000	16,000-20,000	18,379	3,898	145
	LECTURER-INSTRUCTOR	17,000	15,000-18,500	16,800	1,789	5
						****
FOUR YR COLLEGE EDUCATION DEPARTMENT						
	FULL PROFESSOR	31,000	28,250-34,750	33,980	17,066	20
	ASSOCIATE PROFESSOR	25,000	24,000-30,000	26,273	3,524	11
	ASSISTANT PROFESSOR	19,500	17,000-24,000	20,900	4,677	10
						****
FOUR YR COLLEGE BUSINESS SCHOOL OR DEPT						
	ASSISTANT PROFESSOR	23,500	22,750-26,000	24,333	2,503	6
						****
FOUR YR COLLEGE OTHER ACADEMIC DEPARTMENT						
	FULL PROFESSOR	30,000	26,500-32,250	29,167	3,971	6
	ASSOCIATE PROFESSOR	25,000	22,000-25,000	23,889	2,147	9
	ASSISTANT PROFESSOR	19,000	18,000-20,000	18,857	1,345	7
						****

(CONTINUED)

TABLE A.3 (CONTINUED)

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
TWO YEAR COLLEGE						
	FULL PROFESSOR	30,000	27,000-33,500	30,421	5,097	38
	ASSOCIATE PROFESSOR	26,000	20,500-30,500	26,619	6,461	21
	ASSISTANT PROFESSOR	21,000	17,500-25,500	22,000	4,601	13
	LECTURER-INSTRUCTOR	25,000	18,000-30,000	24,765	6,399	17
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT*						
	FULL PROFESSOR	41,000	34,000-46,000	42,375	13,175	64
	ASSOCIATE PROFESSOR	32,000	28,500-35,000	32,585	11,518	53
	ASSISTANT PROFESSOR	25,000	22,000-29,000	26,236	6,330	89
	LECTURER-INSTRUCTOR	20,000	18,000-21,000	20,231	5,434	13
						****
MEDICAL SCHOOL, OTHER DEPARTMENT*						
	FULL PROFESSOR	38,000	34,000-43,000	39,051	6,625	39
	ASSOCIATE PROFESSOR	29,500	26,000-34,750	30,857	5,522	28
	ASSISTANT PROFESSOR	23,000	20,000-27,000	24,137	5,108	80
	OTHER RANK	18,000	14,500-30,500	21,600	8,325	5
						****
PROFESSIONAL SCHOOL*						
	FULL PROFESSOR	35,000	31,000-45,500	39,222	12,039	9
	ASSOCIATE PROFESSOR	27,000	26,000-29,000	28,727	4,962	11
	ASSISTANT PROFESSOR	26,000	19,750-22,000	20,500	2,201	10
						****

*THESE SETTINGS TYPICALLY PAY THEIR FACULTY SALARIES ON AN 11-12 MONTH BASIS. THEREFORE, THE 9-10 MONTH SALARIES REPORTED HERE MAY BE CONVERTED TO 11-12 MONTH SALARIES BY MULTIPLYING BY 11/9.

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE A.4

FACULTY POSITIONS--MASTERS LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	ASSOCIATE PROFESSOR	23,000	21,000-28,500	24,400	4,037	5
	ASSISTANT PROFESSOR	20,000	17,500-21,500	19,600	2,074	5
						****
FOUR YR COLLEGE PSYCHOLOGY DEPARTMENT						
	ASSOCIATE PROFESSOR	22,800	20,000-26,000	22,800	3,421	5
	ASSISTANT PROFESSOR	19,000	15,250-24,500	20,250	5,600	8
						****
TWO YEAR COLLEGE						
	FULL PROFESSOR	33,000	27,000-37,500	32,667	6,384	9
	ASSOCIATE PROFESSOR	25,000	22,500-28,000	24,778	4,353	9
	ASSISTANT PROFESSOR	16,000	14,000-19,000	16,400	2,966	5
	LECTURER-INSTRUCTOR	23,000	18,750-24,750	25,250	12,174	8
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

B. EDUCATIONAL ADMINISTRATION

Educational administration includes college or university administrative positions (such as president, provost, dean), although these individuals may also have a faculty appointment. Department chairs are not included in this category. These positions also include school district superintendents or other administrative positions related to education. Table B.1 presents salary data for 220 doctoral-level respondents; similarly, Table B.2 presents this information for 39 master's-level respondents. The data in this section, as in all subsequent sections of this report, are broken down according to total years of work experience.

The most frequently reported subfields for doctoral-level respondents include educational psychology (22.3%), school psychology (12.3%), counseling psychology (11.4%), and clinical psychology (10.5%); however, respondents from almost any subfield in psychology may be found in educational administration. Doctoral-level respondents are most likely to be employed in university administrative offices (30.0%), school system district offices (15.0%), or four-year college administrative offices (10.5%). Salary information for doctoral-level respondents in these and other settings is presented in Table B.3.

More than half of the master's-level respondents in educational administration report their major field as school psychology; 66.6% of these individuals are employed in schools, school system district offices, and other educational settings. Because of the small number of master's-level respondents, salary information for specific employment settings are not reported for these individuals.

For educational administration, the median 11-12 month salary is $37,929 for doctoral-level respondents and $30,625 for master's-level respondents.

Table B.1

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								3
$70,000 to $79,000								2
$60,000 to $69,000				1	2	4	1	3
$59,000					1			
58,000						1		
57,000								2
56,000					1			
55,000					1			
$54,000					1			
53,000			1			1		
52,000							1	2
51,000								1
50,000		1		1	1	2	3	3
$49,000					1			1
48,000					1			1
47,000				1	1		2	1
46,000							1	1
45,000				2	1	1	2	
$44,000					2	2	1	
43,000				1	1	1		1
42,000				3	1	2	4	
41,000			1	1	1	2	1	1
40,000		1		7	5	3	1	2
39,000				1	1		1	
38,000			1	4		2		
37,000				1		1	1	
36,000			1	3		2		
35,000			1	1	1		4	1
$34,000				4		3	1	
33,000			2	3	1		1	
32,000			1	7	3	1		
31,000		1	3	2	2		1	
30,000			3	6	1	1		
$29,000			4	1				
28,000		1	2	1		1	1	
27,000			1	1	5			1
26,000		1	2	1	1			
25,000				2	1			
$24,000			2	1				
23,000			1	1				
22,000			1	2		1		
21,000								
20,000								
$19,000			1					
18,000		1						
17,000							1	
16,000		1						
15,000		1						
$14,000								
13,000						1		
12,000								
11,000								
$10,000 or less							1	
N		8	28	59	38	32	29	26
90%		50,000	38,300	43,000	56,300	60,700	50,000	80,600
75%		37,750	32,750	40,000	48,250	48,750	46,500	61,500
Median - 50%		27,000	29,500	34,000	40,000	40,500	42,000	50,500
25%		16,500	26,250	30,000	31,000	34,500	35,000	45,250
10%		15,000	22,900	25,000	27,000	28,600	28,000	38,500
Mean		28,000	30,250	34,915	40,526	41,594	39,862	54,192
S.D.		12,271	6,547	7,154	11,050	11,444	10,340	14,333
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table B.2

EDUCATIONAL ADMINISTRATION -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000				1				
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000					2			
46,000								
45,000								
$44,000								
43,000								
42,000								
41,000						1		
40,000								1
$39,000			1	1				1
38,000							2	
37,000							1	1
36,000								
35,000						1		
$34,000								
33,000				1				1
32,000					1			
31,000			1	1		1		1
30,000						2	1	2
$29,000			1					
28,000			1					
27,000					3			
26,000						1		
25,000			1					
$24,000								
23,000		1	1			1		
22,000		1						
21,000								
20,000			2					
$19,000								
18,000			1					
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		2	9	4	6	7	4	7
90%			39,000		47,000	41,000		40,000
75%			30,000		47,000	35,000		39,000
Median - 50%			25,000		29,500	30,000		33,000
25%			20,000		27,000	26,000		30,000
10%			18,000		27,000	23,000		30,000
Mean			25,889		34,500	30,857		34,286
S.D.			6,642		9,874	5,872		4,309
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE B.3

EDUCATIONAL ADMINISTRATION--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY ADMINISTRATIVE OFFICE						
	10-14 YEARS	38,000	31,500-41,500	37,000	5,859	13
	15-19 YEARS	45,000	36,500-55,000	44,941	10,598	17
	20-24 YEARS	44,000	41,000-53,000	46,455	10,113	11
	25-29 YEARS	42,000	31,000-45,000	38,429	15,757	7
	30 OR MORE YEARS	59,000	47,750-74,750	60,357	15,415	14
						****
UNIVERSITY STUDENT COUNSELING CENTER						
	10-14 YEARS	32,000	27,500-34,000	31,667	4,803	6
						****
FOUR YR COLLEGE ADMINISTRATIVE OFFICE						
	5-9 YEARS	28,000	22,500-31,000	27,000	5,000	5
	15-19 YEARS	43,000	26,000-52,000	39,800	13,217	5
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	5-9 YEARS	29,500	27,750-37,250	31,500	6,025	6
	10-14 YEARS	36,000	33,000-38,500	36,000	3,708	9
	20-24 YEARS	37,000	25,750-42,500	34,500	12,390	6
	25-29 YEARS	41,000	39,000-47,000	41,714	5,529	7
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

C. RESEARCH POSITIONS

Research positions may involve basic or applied research in any field. These positions include non-faculty research positions in academic settings, or work in a laboratory or research institute in government or private settings. There were 402 doctoral-level respondents and 32 master's-level respondents employed in research positions. Salary information for these individuals is presented in Tables C.1 and C.2, respectively.

At both the doctoral level and the master's level, those employed in research positions represent many different subfields of psychology. At the doctoral level, the most frequently reported subfields are social (12.4%), clinical (10.9%), industrial/organizational (10.4%), and experimental (10.2%). Almost 41% of the master's respondents reported industrial/organizational as their major field.

Individuals in research positions may work in almost any type of setting, including universities and colleges, medical schools, hospitals, clinics, business, or government. The most frequent employment settings for doctoral-level respondents are government research organizations (20.6%), private research organizations (16.2%), university research centers or institutes (12.9%), and business or industry (11.7%). Table C.3 presents summary statistics for doctoral-level respondents in these and other settings. Because of the small number of master's-level respondents, salary data are not presented for selected employment settings.

For research positions, the median 11-12 month salary is $33,033 for doctoral-level respondents and $30,500 for master's-level respondents.

Table C.9

RESEARCH POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	1				
$90,000 to $99,000								
$80,000 to $89,000							2	1
$70,000 to $79,000								1
$60,000 to $69,000				3	1		1	3
$59,000								
58,000								1
57,000						1	1	2
56,000							1	
55,000					1			
$54,000							1	
53,000						1		
52,000				5	1			
51,000						1		2
50,000				4	2	3	3	1
$49,000			2		1	1		1
48,000					1	3		1
47,000				1		1	1	
46,000					1			2
45,000			1	3			1	
$44,000				5		1	1	1
43,000			1	4	1	3	3	3
42,000		3	3	2	1	4	1	1
41,000	1		1	3	1	1		1
40,000		4	4	3	3	1		1
$39,000			3	2	1	1	2	
38,000		1	4	1	3	1		
37,000			4	4	1	3		1
36,000		1	2	4	1	1		1
35,000			9	1	1	1		1
$34,000			7	4	1			
33,000		1	5	6	2		1	
32,000		2	9	4	1			
31,000		2	2	2	1			
30,000		6	10	4			1	1
$29,000		4	7	1		1		
28,000		4	3	1	1		2	
27,000		2	3	2				
26,000		4	4	1	1			
25,000	2	5	5	1				1
$24,000	1	11	5					
23,000	1	4	2	1	1			
22,000		7	3	1				
21,000		7	4					
20,000		4	5					
$19,000	1	1			1			
18,000		4	2					
17,000		4	1	1				
16,000		1	2					
15,000		3	1					1
$14,000	4	4	1					
13,000	3		1					
12,000								
11,000								
$10,000 or less								
N	13	89	117	74	30	29	22	28
90%	34,600	36,000	40,000	52,000	51,800	51,000	74,300	63,200
75%	24,500	29,000	35,000	44,000	46,500	48,500	54,500	57,000
Median - 50%	14,000	24,000	30,000	37,000	38,500	43,000	44,500	46,000
25%	13,500	21,000	25,000	32,000	33,000	38,500	39,000	40,250
10%	13,000	17,000	20,000	27,500	26,200	36,000	28,600	29,500
Mean	19,385	24,978	30,855	38,622	39,233	43,483	47,364	47,286
S.D.	8,181	6,915	9,834	9,252	9,467	6,277	13,886	13,749
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table C.2

RESEARCH POSITIONS -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000						1		
47,000								
46,000								
45,000					1			
$44,000								1
43,000						1		
42,000							1	
41,000								
40,000					1	1	1	
$39,000								
38,000								
37,000								1
36,000								
35,000								
$34,000					1	1		
33,000		2				1		
32,000				1	1			
31,000								
30,000			1					
$29,000			1			1		
28,000			1					
27,000								
26,000				1				
25,000								
$24,000	1						1	
23,000								
22,000								
21,000		2						
20,000		1						1
$19,000		1	1					
18,000			1					
17,000								
16,000		1						
15,000			1					
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	1	7	6	2	4	6	3	3
90%		33,000	30,000			48,000		
75%		33,000	29,250			44,250		
Median - 50%		21,000	23,500			37,000		
25%		19,000	17,250			32,000		
10%		16,000	15,000			29,000		
Mean		23,286	23,167			37,833		
S.D.		6,849	6,555			7,083		
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE C.3

RESEARCH POSITIONS--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	2-4 YEARS	17,000	14,000-18,000	17,000	2,449	7
						****
UNIVERSITY RESEARCH CENTER OR INSTITUTE						
	2-4 YEARS	22,000	17,000-25,000	22,263	6,072	19
	5-9 YEARS	30,000	25,000-32,000	27,909	6,862	11
	10-14 YEARS	33,000	26,500-35,000	31,222	5,263	9
	30 OR MORE YEARS	44,000	43,000-56,000	48,400	7,797	5
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT						
	2-4 YEARS	24,000	23,000-24,000	23,286	1,604	7
	5-9 YEARS	18,000	15,000-20,500	17,800	2,864	5
						****
MEDICAL SCHOOL, OTHER DEPARTMENT						
	2-4 YEARS	21,000	19,000-23,000	20,571	3,309	7
						****
PRIVATE RESEARCH ORGANIZATION						
	2-4 YEARS	28,500	23,500-33,000	29,143	6,515	14
	5-9 YEARS	34,000	30,000-42,000	35,867	7,648	15
	10-14 YEARS	41,000	35,000-46,000	40,762	7,483	21
	15-19 YEARS	41,500	37,250-51,500	44,250	9,316	8
						****
GOVERNMENT RESEARCH ORGANIZATION						
	2-4 YEARS	28,000	24,000-30,000	27,000	3,435	11
	5-9 YEARS	33,000	29,000-35,000	35,174	14,593	23
	10-14 YEARS	36,000	34,000-44,000	37,200	5,102	15
	15-19 YEARS	44,000	35,000-50,500	43,333	8,756	6
	20-24 YEARS	43,000	40,500-50,000	44,462	5,333	13
	25-29 YEARS	47,000	43,000-50,000	45,500	8,384	8
	30 OR MORE YEARS	43,000	41,000-57,000	46,857	7,381	7
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	38,000	27,000-41,000	34,778	7,032	9
	5-9 YEARS	35,000	32,000-40,000	35,211	6,460	19
	10-14 YEARS	51,000	43,750-54,000	49,000	9,911	10
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

D. ADMINISTRATION OF RESEARCH

Positions described as administration of research involve, for example, the management or administration of a research organization or program. Although individuals employed in these positions may be involved in research design, data collection and so forth, their primary responsibility is for the administration of research activities, including the supervision of research personnel. There were 218 doctoral-level respondents and 29 master's-level respondents who described their positions as administration of research, and their salaries are presented in Tables D.1 and D.2, respectively.

Individuals employed in the administration of research may be from any subfield of psychology. The most frequently reported subfields for doctoral-level respondents include industrial/organizational psychology (17.0%), clinical psychology (11.5%), social psychology (11.5%), educational psychology (10.6%), and experimental psychology (6.9%). These individuals are also employed in a variety of settings. For doctoral-level respondents, the most frequently reported settings include government research organizations (22.5%) and private research organizations (14.2%); salary information for doctoral-level respondents in these settings is presented in Table D.3. Because of the small number of master's-level respondents who describe their employment as administration of research, salary information is not presented for master's-level respondents in selected settings.

For positions described as administration of research, the median 11-12 month salary is $43,250 for doctoral-level respondents and $37,000 for master's-level respondents.

Table D.1

ADMINISTRATION OF RESEARCH -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					2	1		2
$90,000 to $99,000				1		1		
$80,000 to $89,000							3	
$70,000 to $79,000			1		1		3	2
$60,000 to $69,000			1	4	2	2	1	3
$59,000					1	3		
58,000				3			4	2
57,000				1		3	2	2
56,000						1	1	1
55,000								
$54,000				1	1			1
53,000								1
52,000				1	4	1	1	1
51,000								
50,000					3	1	2	
$49,000			2	2	2	2		2
48,000				3	1		1	
47,000			1	3	1			
46,000				1	1			
45,000					2	2		1
$44,000			1	1	1	1	3	2
43,000			1	1	2	2	1	1
42,000			3			1		
41,000			2	1		1		
40,000			3	4	4	3	1	
$39,000		1	1	2	1		2	
38,000		1	1	2	2	1		
37,000			2	3	1			
36,000			2	2		2	1	1
35,000		1	2	2		1		
$34,000		1	3		1		1	
33,000	1	2			1	1		
32,000		1	3					
31,000				1				
30,000			2	1	1		1	
$29,000		1				1		1
28,000			3	1				
27,000	1	4	1	2				
26,000						1		
25,000		1					1	
$24,000		1		1				
23,000			2		1			
22,000		1						
21,000			1					
20,000			1					
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	2	15	39	43	36	31	29	23
90%		38,400	49,000	61,800	63,700	61,600	80,000	88,800
75%		34,000	42,000	52,000	52,000	57,000	61,500	65,000
Median - 50%		29,000	36,000	43,000	46,500	45,000	52,000	56,000
25%		27,000	30,000	37,000	40,000	40,000	41,500	45,000
10%		23,200	23,000	28,800	33,700	33,400	34,000	38,800
Mean		30,133	36,923	45,023	48,694	48,806	53,483	57,261
S.D.		5,139	9,956	13,150	15,620	15,649	15,763	16,961
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table D.2

ADMINISTRATION OF RESEARCH -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000					1			
$70,000 to $79,000					1			
$60,000 to $69,000						1		1
$59,000						1		
58,000								
57,000							1	
56,000								
55,900								1
$54,000								
53,000								1
52,000								1
51,000								1
50,000						1		
$49,000							1	
48,000								
47,000								
46,000								
45,000								
$44,000					1			
43,000								
42,000						1		
41,000								
40,000								1
$39,000								
38,000								
37,000				1				
36,000				1				
35,000						1		
$34,000								
33,000								
32,000			1			1		
31,000							1	
30,000				1		1		
$29,000								
28,000								1
27,000			1					
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000			1					
20,000								
$19,000								
18,000								
17,000				1				
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	0	0	3	4	2	7	3	7
90%						67,000		60,000
75%						59,000		55,000
Median - 50%						42,000		52,000
25%						32,000		40,000
10%						30,000		28,000
Mean						45,000		49,429
S.D.						14,189		10,845

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE D.3

ADMINISTRATION OF RESEARCH--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SCHOOL SYSTEM DISTRICT OFFICE						
	15-19 YEARS	39,000	36,000-45,000	40,200	5,933	5
						****
PRIVATE RESEARCH ORGANIZATION						
	5-9 YEARS	47,300	37,000-55,000	46,200	9,969	5
	10-14 YEARS	52,000	47,000-57,000	51,571	8,532	7
	15-19 YEARS	43,000	35,000-59,500	46,400	14,876	5
						****
GOVERNMENT RESEARCH ORGANIZATION						
	5-9 YEARS	37,800	34,250-40,000	36,625	4,438	8
	10-14 YEARS	41,300	36,750-46,250	42,300	6,993	10
	15-19 YEARS	48,000	45,000-51,500	48,123	5,796	8
	20-24 YEARS	56,500	45,250-57,000	52,625	7,190	8
	25-29 YEARS	51,000	46,000-58,000	50,333	8,802	6
	30 OR MORE YEARS	53,000	46,000-57,750	52,125	5,643	8
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

E. DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY)

This section describes the salaries for respondents whose positions may be described as direct human services and who report clinical psychology as their current major field. There were 2,980 doctoral-level respondents and 273 master's-level respondents in this category, comprising the second largest percentage (28.9%) of respondents to the 1982 Salary Survey. Salary data for these individuals are presented in Tables E.1 and E.2, respectively.

These individuals may be employed in a number of different settings, and are most frequently found in hospitals, clinics, and independent practice. At the doctoral level, the most frequent settings reported by respondents include individual private practice (38.0%), community mental health centers or clinics (10.6%), group psychological practice (7.9%), Veterans Administration hospitals (6.8%), and public mental or psychiatric hospitals (5.9%). Salaries for doctoral-level respondents in these and 13 other specific settings are reported in Table E.3. At the master's level, respondents are most likely to be employed in community mental health centers or clinics (25.3%), individual private practice (15.0%), public mental or psychiatric hospitals (13.9%), or special health service settings (7.0%). Salaries for master's-level respondents in these and other settings are given in Table E.4.

For the specific settings of individual private practice, group psychological practice and medical/psychological group practice, the primary source of the salary for 98% of the respondents is fee-for-service (e.g., direct reimbursement, third-party payments, and so forth).

For direct human services (clinical psychology), the median 11-12 month salary is $35,817 for doctoral-level respondents and $24,281 for master's-level respondents.

Table E.1

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more	1	2	19	29	17	21	15	19
$90,000 to $99,000			6	14	6	3	6	4
$80,000 to $89,000		4	23	18	14	8	11	4
$70,000 to $79,000		7	31	38	27	16	16	14
$60,000 to $69,000	1	4	51	63	36	16	14	15
$59,000				3	1			
58,000			3	6	5	1		2
57,000		1	4	2	2		3	
56,000			4	3	2	2	1	
55,000		1	11	10	5	1	3	5
$54,000		1	2	3	4	2		
53,000		1	3	3	1		1	
52,000		2	11	6	2		1	2
51,000		1	1	5	3	2		1
50,000		9	42	41	12	13	7	8
$49,000		1	2	3	1	1	1	2
48,000		2	10	10	5	2		2
47,000			3	3		2	5	2
46,000			4	4	2	1	2	1
45,000		4	20	20	7	5	5	5
$44,000			6	8	7	5	6	4
43,000		3	3	8	2	4	11	7
42,000		2	14	14	12	7	2	2
41,000		1	5	8	7	4	5	2
40,000	1	6	38	56	23	12	7	5
$39,000		2	7	15	4	7	4	2
38,000		1	17	9	4	2	7	1
37,000		5	32	13	4	1	1	
36,000		9	19	20	9	3	3	
35,000	1	18	48	34	13	7	6	7
$34,000		9	22	10	4	2	1	2
33,000		21	30	23	6	2	2	2
32,000		11	25	20	4	2	4	4
31,000	1	11	33	16	5	2	4	6
30,000	1	38	64	46	10	10	8	5
$29,000		12	24	8	8	3	2	1
28,000	6	25	39	24	8	5	2	4
27,000	2	25	41	25	5		4	1
26,000	2	20	30	14	4	4		1
25,000	2	31	41	18	8	3	1	6
$24,000	6	40	34	17	4		3	2
23,000	7	27	18	5	3	1		1
22,000	4	23	19	4	1	1	1	
21,000	8	31	10	5	2			1
20,000	5	11	19	6	2	1	2	
$19,000		8	4	4				
18,000	2	3	2	3		1	1	1
17,000	1	3	2			1		
16,000	1	2		5	1	1		
15,000	3	1	6		1			
$14,000		3			1			
13,000								
12,000		1	1	1	2		1	1
11,000		2				1		
$10,000 or less	1	1	3	2		5	3	
N	56	466	906	726	315	193	182	154
90%	30,300	65,000	65,000	75,000	80,000	100,000	94,100	100,000
75%	26,750	46,250	46,250	55,000	60,000	69,000	70,000	72,250
Median - 50%	23,000	27,000	34,000	40,000	44,000	44,000	44,500	48,000
25%	21,000	23,000	27,000	30,000	34,250	35,000	35,750	34,750
10%	16,700	21,000	24,000	26,000	27,000	26,800	28,300	28,000
Mean	25,089	29,998	39,379	45,165	49,873	52,016	52,593	54,162
S.D.	12,351	12,014	17,814	19,941	21,224	24,395	23,450	24,160
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table E.2

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more							1	1
$90,000 to $99,000							1	
$80,000 to $89,000			1					
$70,000 to $79,000				1			1	
$60,000 to $69,000				1	2	1	1	
$59,000								
58,000								
57,000								
56,000								
55,000							1	
$54,000								
53,000								
52,000								
51,000								
50,000			1					
$49,000						1		
48,000			1					
47,000								
46,000								
45,000								2
$44,000								1
43,000								
42,000								1
41,000								
40,000			1			1	2	2
$39,000								
38,000				2				
37,000			1	1	1			1
36,000						2	1	
35,000				2			1	2
$34,000								1
33,000			1	1			1	
32,000			2	1	2	2	1	
31,000			1	2	2			
30,000			4	3	2	1	3	2
$29,000			1	2			2	1
28,000			2	3	1		3	
27,000			3	4	3	2		
26,000			4	4	1	1	1	3
25,000		1	5	4	3	1	3	2
$24,000		3	7	3	2			1
23,000		2	4	4	1			
22,000		3	9	2	1			2
21,000	1	2	6	2	1			2
20,000		5	7			1		
$19,000	2	4	5	2				
18,000		6	7	2				
17,000		4	4	2	1			
16,000		4	4	2	1			
15,000	1	2	2					
$14,000		4	1					
13,000		1						
12,000			1					
11,000								
$10,000 or less	1	3	1					1
N	5	44	86	50	26	13	23	25
90%	21,000	23,500	31,300	36,800	66,000	55,600	88,200	45,000
75%	20,000	20,750	26,000	30,000	32,000	38,000	40,000	40,000
Median - 50%	19,000	18,000	22,000	26,000	27,000	32,000	30,000	30,000
25%	12,500	16,000	19,000	22,750	24,000	26,500	28,000	24,500
10%	10,000	13,500	16,000	18,000	19,800	22,000	25,000	21,000
Mean	16,800	18,091	23,732	27,620	33,462	33,846	41,044	33,360
S.D.	4,382	3,784	9,043	10,118	18,331	10,831	22,508	16,517
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE E.3

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	22,000	21,000-24,000	22,500	2,504	14
	5-9 YEARS	24,500	22,000-28,000	24,444	4,841	18
	10-14 YEARS	30,000	26,000-36,750	31,000	5,707	8
						****
PUBLIC GENERAL HOSPITAL						
	2-4 YEARS	26,000	23,000-28,750	24,938	4,611	16
	5-9 YEARS	29,500	28,000-35,500	33,214	9,133	14
	10-14 YEARS	37,500	31,250-40,750	37,000	11,075	16
						****
PRIVATE GENERAL HOSPITAL						
	0,1 YEAR	23,500	22,250-26,250	23,750	3,770	8
	2-4 YEARS	30,000	25,500-33,500	30,412	8,199	34
	5-9 YEARS	31,000	26,500-35,000	32,081	7,170	37
	10-14 YEARS	30,000	25,000-41,000	32,273	8,867	11
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	26,000	24,000-28,750	26,341	3,087	44
	5-9 YEARS	29,000	25,000-31,000	28,018	4,377	57
	10-14 YEARS	30,000	26,000-32,250	29,316	5,378	38
	15-19 YEARS	33,000	30,500-35,500	34,923	11,543	13
	20-24 YEARS	31,000	28,000-38,000	37,909	21,347	11
	30 OR MORE YEARS	32,500	23,750-34,750	32,500	7,031	8
						****
PRIVATE MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	25,000	21,000-31,000	25,429	5,240	21
	5-9 YEARS	31,000	28,000-41,000	37,138	15,438	29
	10-14 YEARS	35,000	27,000-43,000	37,211	13,273	19
	15-19 YEARS	29,500	25,750-39,500	32,333	9,771	6
						****
VETERANS ADMINISTRATION HOSPITAL						
	2-4 YEARS	33,000	28,000-35,000	32,030	3,080	32
	5-9 YEARS	36,000	35,000-37,000	36,322	2,713	59
	10-14 YEARS	39,000	36,000-40,000	37,718	3,300	39
	15-19 YEARS	40,000	40,000-41,000	39,957	2,325	23
	20-24 YEARS	42,000	39,250-42,750	40,313	2,536	16
	25-29 YEARS	43,000	41,000-43,000	41,900	2,447	20
	30 OR MORE YEARS	43,000	41,000-44,000	42,455	2,979	11
						****
INDIVIDUAL PRIVATE PRACTICE						
	2-4 YEARS	41,000	30,000-56,500	46,857	21,111	49
	5-9 YEARS	48,000	34,000-60,000	49,201	20,267	319
	10-14 YEARS	50,000	36,000-68,250	53,899	22,051	318
	15-19 YEARS	58,000	40,000-73,250	57,827	21,503	162
	20-24 YEARS	57,000	40,250-83,750	61,240	26,049	100
	25-29 YEARS	60,000	40,000-80,500	60,011	25,337	90
	30 OR MORE YEARS	60,000	44,750-86,250	63,800	24,641	90
						****
GROUP PSYCHOLOGICAL PRACTICE						
	2-4 YEARS	30,000	28,000-40,000	38,217	17,776	23
	5-9 YEARS	36,000	28,000-51,500	41,764	19,304	72
	10-14 YEARS	45,000	38,500-60,000	49,766	18,160	77
	15-19 YEARS	57,000	40,500-78,500	58,720	22,455	25
	20-24 YEARS	50,000	43,000-70,000	57,400	17,569	15
	25-29 YEARS	60,000	35,000-83,000	61,000	26,960	15
						****
MEDICAL/PSYCHOLOGY GROUP PRACTICE						
	2-4 YEARS	36,000	30,000-45,000	37,857	9,178	21
	5-9 YEARS	47,000	36,500-60,000	52,208	20,268	48
	10-14 YEARS	49,000	39,250-60,250	52,559	18,145	34
	15-19 YEARS	57,000	48,000-75,250	62,571	19,755	14
	20-24 YEARS	64,000	32,500-82,500	60,000	25,870	9
						****

(CONTINUED)

TABLE E.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
OUTPATIENT CLINIC						
	2-4 YEARS	24,000	21,000-27,000	25,464	8,855	28
	5-9 YEARS	28,000	25,000-31,000	30,250	12,359	40
	10-14 YEARS	32,000	25,250-40,750	36,300	17,436	20
	15-19 YEARS	33,000	26,000-55,500	38,300	14,492	10
	20-24 YEARS	32,500	26,750-39,750	33,250	6,274	8
	25-29 YEARS	38,000	33,000-43,000	37,714	7,952	7
	30 OR MORE YEARS	34,000	27,000-46,500	36,200	10,921	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	0,1 YEAR	20,500	20,000-24,250	26,786	21,348	14
	2-4 YEARS	23,000	21,000-25,000	23,933	3,957	89
	5-9 YEARS	27,000	24,000-30,000	27,158	4,872	101
	10-14 YEARS	28,000	25,250-31,750	28,662	5,635	63
	15-19 YEARS	28,000	25,000-32,000	28,407	6,423	27
	20-24 YEARS	27,000	19,000-29,750	26,000	6,887	8
	30 OR MORE YEARS	28,000	25,000-31,000	28,000	3,082	5
						****
HEALTH MAINTENANCE ORGANIZATION						
	2-4 YEARS	33,000	30,500-34,000	31,769	3,961	13
	5-9 YEARS	37,000	35,750-42,500	38,500	4,053	14
	10-14 YEARS	40,000	39,500-46,500	42,538	5,027	13
						****
NON-UNIVERSITY COUNSELING CENTER						
	5-9 YEARS	27,500	24,750-35,750	29,500	5,683	6
						****
SPECIAL SERVICE SETTING						
	2-4 YEARS	24,500	22,000-31,250	26,600	5,661	10
	5-9 YEARS	26,000	24,000-29,500	26,769	4,003	13
	10-14 YEARS	25,000	20,500-32,500	26,200	6,535	5
						****
OTHER HUMAN SERVICE SETTING						
	2-4 YEARS	24,000	20,000-30,500	25,800	9,449	10
	5-9 YEARS	32,000	28,000-39,750	37,700	17,531	10
	10-14 YEARS	30,000	27,000-34,000	32,286	12,789	7
						****
CRIMINAL JUSTICE SYSTEM						
	2-4 YEARS	28,500	24,750-29,250	27,300	3,860	10
	5-9 YEARS	30,000	25,000-33,750	29,500	5,514	16
	10-14 YEARS	32,000	30,750-33,250	32,000	1,549	6
						****
MILITARY SERVICE						
	2-4 YEARS	28,000	24,000-31,250	27,200	5,287	10
	5-9 YEARS	33,000	29,500-37,000	33,700	5,293	10
	10-14 YEARS	33,500	29,000-36,000	32,750	3,955	8
						****
LOCAL GOVERNMENT AGENCY						
	5-9 YEARS	27,000	25,000-29,500	27,200	02,490	5
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE E.4

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) --MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
PRIVATE GENERAL HOSPITAL						
	5-9 YEARS	20,500	19,250-30,000	23,333	6,218	6
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	18,000	18,000-22,000	19,286	2,360	7
	5-9 YEARS	19,000	17,000-22,000	19,444	3,167	9
	10-14 YEARS	27,000	26,500-29,500	26,889	4,045	9
	15-19 YEARS	27,500	22,750-30,500	26,333	5,820	6
						****
INDIVIDUAL PRIVATE PRACTICE						
	5-9 YEARS	35,000	29,000-57,500	42,667	20,265	6
	10-14 YEARS	25,000	18,000-33,000	24,857	7,904	7
	15-19 YEARS	37,000	21,000-60,000	43,143	23,801	7
	20-24 YEARS	38,000	33,500-51,750	41,167	11,839	6
	25-29 YEARS	70,500	50,000-99,250	71,667	25,216	6
	30 OR MORE YEARS	35,000	25,500-43,000	38,778	25,213	9
						****
GROUP PSYCHOLOGICAL PRACTICE						
	10-14 YEARS	38,000	22,500-55,000	38,600	20,586	5
						****
MEDICAL/PSYCHOLOGY GROUP PRACTICE						
	5-9 YEARS	20,000	16,000-37,500	25,400	13,428	5
						****
OUTPATIENT CLINIC						
	5-9 YEARS	23,000	20,000-26,000	23,000	3,391	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	17,000	14,000-19,500	17,235	3,588	17
	5-9 YEARS	21,000	18,000-22,250	20,500	4,114	22
	10-14 YEARS	23,500	21,500-25,750	23,917	3,704	12
	15-19 YEARS	27,000	24,000-31,500	27,600	3,782	5
	25-29 YEARS	29,000	27,500-32,500	30,333	4,926	6
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	23,500	20,500-25,500	23,125	3,182	8
						****
CRIMINAL JUSTICE SYSTEM						
	5-9 YEARS	27,000	25,500-32,500	28,600	4,827	5

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

F. DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY)

Salaries for respondents whose positions may be described as direct human services and whose current major field is counseling psychology are described in this section. Table F.1 presents salary information for 465 doctoral-level respondents, and Table F.2 presents similar information for 91 master's-level respondents.

At the doctoral level, respondents are most likely to be employed in individual private practice (26.9%), university student counseling centers (24.1%), community mental health centers (7.5%), group psychological practice (6.2%), and Veterans Administration hospitals (4.7%); salaries for doctoral-level respondents in these and other settings are presented in Table F.3. Master's level respondents were most likely to be employed in community mental health centers (16.5%) and salary data for these respondents are presented in Table F.4.

The primary source of the salary for 98% of the respondents employed in individual private practice or group psychological practice is fee-for-service (e.g., direct reimbursement, third-party payments, and so forth).

For direct human services (counseling psychology), the median 11-12 salary is $29,842 for doctoral-level respondents and $25,000 for master's-level respondents.

Table 7.1

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more		1	1	1	2	1		
$90,000 to $99,000					1			
$80,000 to $89,000			3	1		2		
$70,000 to $79,000			2	6		2	1	2
$60,000 to $69,000		2	5	4	2		1	
$59,000								
58,000								
57,000								
56,000		1					1	
55,000		1	1	3				
$54,000		1						
53,000								
52,000				1				
51,000			1					
50,000		4	4	5	2	2	1	
$49,000								
48,000				1				
47,000								
46,000				2	2			
45,000		1	3	6	3	1	2	
$44,000								1
43,000			1			1	2	
42,000					2	2		1
41,000			1	1	1			
40,000		1	5	7	1		2	1
$39,000			2	1				
38,000		2	4	4	3		1	1
37,000			1	6		2	1	
36,000		2	2			1		1
35,000			3	7	3	2	2	2
$34,000		1	1	4	1	4	3	
33,000	1	2	7	1	1		1	
32,000			7	6	1			
31,000			5	1			1	
30,000		2	2	3	5	2	3	2
$29,000		2	2	6	3			
28,000		3	10	1	2			3
27,000	1	4	3	8	3	2	2	
26,000		2	5	4	3	1		
25,000	1	4	7	8	1	1	1	
$24,000		3	12	9	1			
23,000		5	8	5				
22,000	2	8	13	2				
21,000	1	10	8	3	1			
20,000	1	6	7	1				
$19,000		5	1	1				
18,000	1	1	1		1			1
17,000			2	1				
16,000		4						
15,000		2	1					
$14,000		1						
13,000								
12,000								
11,000								
$10,000 or less	1	1	1					
N	9	82	142	120	45	26	25	15
90%	33,000	50,000	50,000	59,500	60,000	81,500	59,600	72,600
75%	26,000	30,000	36,000	44,000	45,000	50,000	44,000	42,000
Median - 50%	22,000	23,000	28,000	33,500	34,000	36,500	35,000	35,000
25%	19,000	20,750	23,000	25,250	28,000	33,000	30,500	28,000
10%	10,000	16,600	21,000	23,000	25,600	26,700	27,000	24,000
Mean	22,000	28,122	32,106	36,800	39,111	44,538	39,280	38,533
S.D.	6,325	13,907	14,681	15,038	18,234	19,918	11,946	15,491
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table F.2

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1			1
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000			1					
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000							1	
$44,000								
43,000								
42,000					1			
41,000								
40,000				1		1		1
$39,000								
38,000						2	1	
37,000					1			
36,000		1			1			
35,000								
$34,000			1	2		2		
33,000					1		1	
32,000			1	1	1			
31,000			2	2			1	1
30,000		1	2	1	1		1	1
$29,000					1		1	
28,000					1			1
27,000			1			1		
26,000		1						
25,000		1			2			
$24,000				1	1			
23,000			1					
22,000		2	5			1		
21,000		1	1	2				
20,000			1	1	1			
$19,000		1		1				
18,000	1	3	3	1				
17,000		2	3					
16,000	1	2		1				
15,000		1	2	1				
$14,000								
13,000		1						
12,000		1	1					
11,000								
$10,000 or less								
N	2	18	25	15	13	7	6	5
90%		30,600	32,800	36,400	76,800	40,000	45,000	100,000
75%		22,750	30,000	32,000	36,500	38,000	39,750	70,000
Median - 50%		18,000	22,000	24,000	30,000	34,000	32,000	31,000
25%		16,000	17,500	19,000	25,000	27,000	29,750	29,000
10%		12,900	15,000	15,600	21,600	22,000	29,000	28,000
Mean		20,056	23,840	25,733	35,462	33,286	34,333	45,800
S.D.		6,073	9,672	7,787	20,300	6,550	6,121	30,646
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE F.3

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	21,000	20,000-23,000	20,739	3,708	23
	5-9 YEARS	22,500	21,000-24,750	24,833	13,328	36
	10-14 YEARS	26,000	23,000-29,500	26,810	4,250	21
	15-19 YEARS	29,000	26,000-36,000	31,111	6,772	9
	20-24 YEARS	34,000	26,500-36,500	32,111	6,009	9
	25-29 YEARS	35,000	31,000-38,000	35,000	3,651	7
						****
FOUR YR COLLEGE STUDENT COUNSELING CENTER						
	10-14 YEARS	24,500	20,000-31,000	25,500	6,921	6
						****
ELEMENTARY OR SECONDARY SCHOOL						
	5-9 YEARS	32,000	20,500-35,500	23,800	8,289	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	5-9 YEARS	36,000	34,250-37,750	36,000	2,000	8
	10-14 YEARS	38,000	32,000-40,000	35,571	5,769	7
						****
INDIVIDUAL PRIVATE PRACTICE						
	2-4 YEARS	50,000	33,000-55,000	44,733	13,583	15
	5-9 YEARS	36,000	28,000-52,000	41,235	17,860	34
	10-14 YEARS	45,000	35,000-55,000	46,891	17,278	46
	15-19 YEARS	46,000	31,250-57,500	50,500	22,953	12
	20-24 YEARS	70,000	50,000-85,000	70,000	21,794	7
	25-29 YEARS	41,500	31,000-48,750	41,500	12,547	8
						****
GROUP PSYCHOLOGICAL PRACTICE						
	5-9 YEARS	34,000	25,500-44,750	38,300	16,991	10
	10-14 YEARS	35,000	30,000-60,000	41,000	15,258	6
	15-19 YEARS	30,000	24,000-46,500	34,200	15,090	5
						****
MEDICAL/PSYCHOLOGY GROUP PRACTICE						
	5-9 YEARS	30,000	24,000-35,000	29,600	7,127	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	21,000	19,500-23,000	21,556	2,698	9
	5-9 YEARS	23,000	20,500-25,500	23,308	3,473	13
	10-14 YEARS	26,000	25,000-29,750	27,875	4,612	8
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE F.4

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) --MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	18,000	13,000-25,000	19,143	5,490	7
	5-9 YEARS	20,000	17,500-26,000	21,400	5,177	5

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

G. DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY)

This section presents salaries for individuals whose positions may be described as direct human services and whose current major field is school psychology. Salary statistics for 211 doctoral-level respondents and 160 master's-level respondents are presented in Tables G.1 and G.2, respectively.

Approximately 90% of these individuals at both degree levels are employed in elementary or secondary schools, school system district offices, or other educational settings. Tables G.3 and G.4 present salary information for doctoral-level and master's-level respondents in these settings.

Salaries in schools and educational settings for this type of position are generally paid on a 9-10 month basis. Therefore, all salaries in this section are reported on a 9-10 month basis.

For direct human services (school psychology), the median 9-10 month salary is $25,958 for doctoral-level respondents and $24,357 for master's-level respondents.

Table G.1

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) -- DOCTORAL LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000				1				
45,000								
$44,000								
43,000								
42,000								
41,000								
40,000			1					
$39,000								1
38,000								
37,000								
36,000								
35,000			1					
$34,000								1
33,000			1	2	1	2		2
32,000						2	2	1
31,000			1	2				1
30,000			2	6	3	3		
$29,000								2
28,000		1	4	1	4		1	2
27,000			2	5		1	2	
26,000			2	3	2	4	4	2
25,000		1	3	1	1	2	1	1
$24,000				7	1		1	
23,000		1	2	5	1	3		1
22,000		2	4	2		1		
21,000		1	8		1	3		1
20,000	1	3	4	1	1		1	
$19,000		7	8	2		1		
18,000		3	2	3	2			
17,000		1	4	2		1		
16,000		5		1				
15,000	1	2		1				
$14,000		1			1			
13,000				1				
12,000		1						
11,000				1				
$10,000 or less								
N	2	29	53	52	24	23	12	14
90%		24,000	32,000	33,700	33,000	35,400	35,000	39,000
75%		21,000	27,500	31,750	32,000	33,500	31,750	37,000
Median - 50%		20,000	23,000	26,500	29,500	29,000	30,000	33,000
25%		17,000	20,000	24,000	25,000	25,000	29,250	29,750
10%		16,000	19,000	19,000	21,000	21,200	23,800	26,000
Mean		19,621	24,321	27,019	28,417	28,960	30,250	33,143
S.D.		3,278	5,147	6,134	4,363	5,272	3,361	4,348
9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table G.2

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) -- MASTER'S LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1				
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000								
42,000								
41,000								
40,000					1	1		
$39,000						1		
38,000								
37,000								
36,000			1					
35,000						1	1	
$34,000					1	1		1
33,000				1		1		1
32,000				2	1	3	3	1
31,000			1	1	2	2	2	
30,000			1	3	3	2	1	2
$29,000				2		4		
28,000						3	2	
27,000		1		3	1	4		2
26,000				1	1			2
25,000			4	1	2	1		2
$24,000			2	1	2	1	1	
23,000			2	2	1	1	1	
22,000			3	1				2
21,000			5	2				
20,000		1	10	1	1		1	
$19,000		1	4	3				
18,000		1	3	1	1			
17,000		1	4					
16,000		3	1	1			1	
15,000		4	2		1			
$14,000		1	3					
13,000	1							
12,000								
11,000			1					
$10,000 or less		1	1					
N	1	14	48	27	18	26	13	13
90%		23,500	25,000	32,200	34,600	36,200	33,800	33,600
75%		18,250	22,000	30,000	31,000	32,000	32,000	31,000
Median - 50%		16,000	20,000	26,000	26,500	29,000	30,000	27,000
25%		15,000	17,250	21,000	23,750	27,000	23,500	25,000
10%		12,000	14,000	18,800	17,700	24,700	17,600	22,000
Mean		16,643	20,188	27,889	26,944	29,962	27,846	27,615
S.D.		3,815	4,725	15,210	6,034	4,035	5,535	3,906
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE G.3

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) --DOCTORAL LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
ELEMENTARY OR SECONDARY SCHOOL						
	2-4 YEARS	20,000	17,500-23,000	20,615	3,841	13
	5-9 YEARS	22,000	20,000-24,500	23,269	4,712	26
	10-14 YEARS	28,000	22,000-32,000	26,957	5,580	23
	15-19 YEARS	30,000	23,500-32,000	28,000	5,132	13
	20-24 YEARS	29,000	25,250-34,750	29,375	5,175	16
	30 OR MORE YEARS	32,000	30,000-36,000	33,000	3,055	7
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	2-4 YEARS	20,000	16,750-22,500	19,375	3,420	8
	5-9 YEARS	25,000	22,000-27,250	24,944	4,137	18
	10-14 YEARS	29,000	25,500-30,500	27,765	3,734	17
	15-19 YEARS	31,000	27,500-32,250	30,167	2,714	6
	25-29 YEARS	30,000	29,500-31,250	30,500	2,345	6
	30 OR MORE YEARS	33,000	26,500-37,750	32,500	5,718	6
						****
OTHER EDUCATIONAL SETTING						
	2-4 YEARS	18,000	17,000-19,250	18,167	1,329	6
	10-14 YEARS	26,000	21,500-32,000	26,600	6,189	5
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE G.4

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) --MASTERS LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
ELEMENTARY OR SECONDARY SCHOOL						
	5-9 YEARS	22,000	19,500-25,000	21,762	4,732	21
	10-14 YEARS	23,000	18,750-27,750	23,400	5,211	10
	15-19 YEARS	28,500	22,500-31,750	27,500	7,412	10
	20-24 YEARS	30,000	28,000-32,000	30,063	3,872	16
	25-29 YEARS	30,000	24,000-32,000	28,000	6,298	7
	30 OR MORE YEARS	28,500	25,250-31,500	28,250	3,955	8
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	2-4 YEARS	18,000	15,750-21,750	19,000	4,336	6
	5-9 YEARS	20,000	17,000-21,000	19,067	2,434	15
	10-14 YEARS	27,000	21,000-31,000	30,667	19,754	15
	15-19 YEARS	28,000	24,750-30,500	27,833	3,251	6
	20-24 YEARS	29,000	27,000-35,000	30,571	5,192	7
	25-29 YEARS	29,500	22,250-32,000	27,667	5,086	6
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

H. DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY)

The previous three sections described salaries for respondents whose position may be described as direct human services and whose current major field was clinical, counseling, or school psychology. There were an additional 172 doctoral-level respondents and 74 master's-level respondents whose position was direct human services, but who reported a major field other than clinical, counseling or school psychology. Among the subfields reported by these respondents are community psychology, educational psychology, developmental psychology, industrial/organizational psychology, and so forth. Salary information for doctoral-level and master's-level respondents is presented in Tables H.1 and H.2, respectively.

Doctoral-level individuals in this category are most likely to be employed in such settings as individual private practice, special health services settings, or community mental health centers or clinics. Salary information for doctoral-level respondents in these settings is presented in Table H.3

Master's respondents in this category are most likely to be employed in community mental health centers (21.6%) or special service settings (21.6%) and salary information for these individuals is given in Table H.4.

For direct human services (other psychology), the median 11-12 month salary is $32,167 for doctoral-level respondents and $23,357 for master's-level respondents.

Table H.1

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			2	1	1	1		2
$90,000 to $99,000			1					
$80,000 to $89,000			1	1			1	
$70,000 to $79,000			2	1			1	2
$60,000 to $69,000			1	1		1	1	
$59,000								
58,000								
57,000								
56,000					1			
55,000				1	1			
$54,000								
53,000								
52,000						1	1	
51,000								
50,000		1			1	1		
$49,000				1				
48,000								
47,000								
46,000								
45,000			2		1	1		
$44,000								1
43,000		1						
42,000				1			1	1
41,000			2					1
40,000		2	2	5	1	1	1	
$39,000				1				
38,000		1		2	2			
37,000			1	2	2			
36,000			1	1		1	1	
35,000				3	2			
$34,000			1			2		
33,000		1		1	1	3		1
32,000		1	3			2		
31,000			4	4			1	
30,000		5	1	7				1
$29,000		2	1					
28,000			3	1			1	
27,000			1	1	1			
26,000		2	2	2	1			
25,000	1	3		2	1		1	
$24,000		5	2	1	1			
23,000			1	1				
22,000		1	2					
21,000		1	2	1				
20,000		2	2	1			2	
$19,000		1		1		1		
18,000				2				
17,000								
16,000								
15,000						1		
$14,000								
13,000			1					
12,000		1						
11,000								
$10,000 or less								
N	1	30	41	46	17	16	12	9
90%		40,000	80,200	56,500	64,800	75,500	79,900	100,000
75%		30,500	41,000	40,000	47,500	48,750	61, 50	86,000
Median - 50%		26,000	31,000	31,000	37,000	34,000	38,000	44,000
25%		24,000	25,000	26,750	30,000	32,250	25,750	37,000
10%		20,000	21,000	20,700	24,800	17,800	20,000	30,000
Mean		28,167	38,829	36,044	41,235	40,812	43,000	59,111
S.D.		7,931	22,207	15,969	17,943	19,854	21,149	27,402
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table H.2

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more							1	
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000				1			1	
$54,000								
53,000								
52,000								
51,000								
50,000				1				
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								1
43,000								
42,000								
41,000								
40,000								
$39,000								
38,000								
37,000					1	1		
36,000								
35,000								1
$34,000								1
33,000			1				1	1
32,000						2		
31,000	1				1			
30,000							1	
$29,000			1	1				
28,000					1	1	1	1
27,000			1	2				
26,000			1	2				
25,000		1		1				1
$24,000			3	1				
23,000		2	4	1				
22,000		1		1				
21,000		3	2					
20,000		2		1	2			
$19,000		1	1					
18,000			2					
17,000		2	2					
16,000		2	1					
15,000			2					
$14,000								
13,000			1					
12,000	1	1					1	
11,000								
$10,000 or less			1			1		
N	2	15	23	12	5	5	6	6
90%	31,000	23,800	28,200	53,500	37,000	37,000	100,000	44,000
75%	31,000	22,000	24,000	28,500	34,000	34,500	66,250	37,250
Median - 50%	21,500	20,000	21,000	26,000	28,000	32,000	31,500	33,500
25%	12,000	17,000	17,000	23,250	20,000	19,000	24,000	27,250
10%	12,000	14,400	13,800	20,600	20,000	10,000	12,000	25,000
Mean	21,500	15,533	20,826	29,500	27,200	27,800	43,000	33,167
S.D.	13,435	3,399	5,424	11,066	7,328	10,450	31,138	6,555
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE H.3

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
INDIVIDUAL PRIVATE PRACTICE						
	5-9 YEARS	73,000	43,000-95,000	69,000	26,000	9
	10-14 YEARS	30,000	20,000-75,000	43,286	31,579	7
	15-19 YEARS	38,300	35,000-55,500	43,800	10,756	5
	20-24 YEARS	50,000	24,000-82,500	52,600	32,424	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	22,000	19,750-24,250	22,000	2,608	6
	5-9 YEARS	22,500	20,750-26,000	23,667	4,412	6
						****
SPECIAL SERVICE SETTING						
	2-4 YEARS	26,000	24,000-32,000	28,429	5,224	7
	5-9 YEARS	26,000	24,000-32,000	27,600	5,177	5
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE H.4

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) --MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	18,000	15,000-21,250	17,833	3,656	6
	5-9 YEARS	18,000	16,000-23,000	20,429	6,214	7
						****
SPECIAL SERVICE SETTING						
	2-4 YEARS	20,000	18,000-23,000	20,400	3,209	5
	5-9 YEARS	23,000	19,000-24,000	22,000	2,828	7
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

I. ADMINISTRATION OF HUMAN SERVICES

Administration of human services are positions that include the management of a program of human services. Although these individuals may be directly involved in the delivery of services, their primary responsibility is the administration of human service activities, including the supervision of human service personnel. There were 996 doctoral-level respondents and 157 master's-level respondents reporting this type of position, and their salaries are reported in Tables I.1 and I.2, respectively.

At the doctoral level, the majority of respondents (66.4%) report clinical psychology as their current major field; other frequently reported subfields include counseling psychology (13.9%), and community psychology (7.3%). At the master's level, the most frequently reported subfields are clinical (42.0%), counseling (17.8%), school (11.5%), and community (6.4%).

As may be expected, these individuals are typically employed in organized human service settings such as hospitals, clinics, and schools. For doctoral-level respondents, 27.3% are employed in community mental health centers or clinics, 11.5% are in public mental or psychiatric hospitals, 8.3% are in Veterans Administration hospitals, 7.8% are in special health service settings, and 6.8% are in university student counseling centers. Salaries of doctoral-level respondents in these and other selected settings are presented in Table I.3. For master's-level respondents, 27.4% are employed in community mental health centers or clinics, 13.4% are in special health service settings, 9.6% in school systems, 8.9% in other service settings, and 7.6% in public mental or psychiatric hospitals; salary information for specific settings is given in Table I.4.

For administration of human services, the median 11-12 month salary is $34,141 for doctoral-level respondents and $28,400 for master's-level respondents.

Table I.1

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	2		1	2	2
$90,000 to $99,000					1		1	
$80,000 to $89,000				1		1		1
$70,000 to $79,000					2			
$60,000 to $69,000			2	3		4	1	4
$59,000								
58,000				1			1	1
57,000							3	2
56,000				1	2			
55,000			1			1	1	
$54,000				2	1	1	1	2
53,000					2			1
52,000					4	2		2
51,000				2	1	2	2	
50,000			1	4	1	3	3	2
$49,000			1		2	2	3	1
48,000			1	1	3	7	2	
47,000			1	7	2	3	2	1
46,000			1	4	3	2	3	
45,000			3	7	5	5	1	2
$44,000			1	7	1	2	2	3
43,000		1		15	5	8	1	2
42,000			3	6	6	5	4	1
41,000			6	12	3	2	3	
40,000		1	11	11	11	9	6	2
$39,000			3	5	3	3	2	3
38,000		1	7	10	6	2		6
37,000			7	12	7	4	2	1
36,000		3	9	11	10	2	3	4
35,000		2	12	16	8	5	5	2
$34,000		2	11	12	5	6	3	
33,000		5	12	15	6	3	1	
32,000		5	23	15	4	7	2	2
31,000		1	18	13	5	1	1	
30,000	1	5	19	20	2	5		2
$29,000		4	12	7	1	1		
28,000		3	23	10	4	2		1
27,000		12	16	10	5	2	1	2
26,000		6	16	6	1	3	1	
25,000		11	14	7	1	2	1	
$24,000		8	5	3	1			
23,000	2	10	16	3		1		
22,000		6	3	3				
21,000		4	4	1				
20,000	1	3	3			2		
$19,000			1					1
18,000		3	1		1			1
17,000								
16,000					1			
15,000		1						
$14,000			1	1				
13,000								
12,000								
11,000								
$10,000 or less		1						
N	4	98	269	266	126	114	64	54
90%		34,000	40,000	46,000	51,300	51,000	57,000	60,000
75%		30,000	35,000	41,000	43,000	46,000	49,000	52,250
Median - 50%		26,000	31,000	35,000	38,000	40,000	42,000	41,000
25%		23,000	27,000	30,000	33,000	32,000	36,000	36,000
10%		21,000	23,000	27,000	28,000	28,000	32,500	29,000
Mean		26,582	31,468	36,444	39,087	40,202	44,828	44,870
S.D.		5,355	7,896	9,941	9,772	11,117	14,226	15,809
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table I.2

ADMINISTRATION OF HUMAN SERVICES -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000			1					
$60,000 to $69,000							2	
$59,000							1	
58,000						1		
57,000							1	
56,000								
55,000					1		1	
$54,000								
53,000								
52,000								
51,000					1			
50,000						1		
$49,000								
48,000								
47,000								
46,000							1	
45,000								2
$44,000								1
43,000								1
42,000						1		1
41,000						1	1	1
40,000				1			1	
$39,000				2				1
38,000				1			1	1
37,000				1			2	1
36,000				2				
35,000				1		1		
$34,000			1	1	2	1	2	
33,000				2	1			
32,000		1		2	1	1	1	2
31,000			1	2	1	2	1	2
30,000			1	2	3	1		
$29,000			3	4	1			
28,000			1	2	1			1
27,000			2	3		1		
26,000			2	1			1	
25,000		1	3	3	1			
$24,000			3	4	1	1	1	
23,000		1	4	1	1	1		
22,000		1	2	1	1			
21,000		1	2					
20,000		3	4	2				
$19,000			2	1	1			
18,000			2	2	1			
17,000		1	4					
16,000		1	1					
15,000	1		1					
$14,000		1	1					
13,000								
12,000								
11,000								
$10,000 or less								1
N	1	11	41	41	18	13	17	15
90%		30,600	29,800	37,800	51,400	54,800	60,000	45,000
75%		23,000	26,500	33,000	33,250	41,500	56,000	43,000
Median - 50%		20,000	23,000	29,000	30,000	32,000	38,000	38,000
25%		17,000	19,000	24,000	23,750	28,500	33,000	31,000
10%		14,400	17,000	20,000	18,900	23,400	25,600	20,800
Mean		20,909	23,976	28,683	30,444	35,231	41,824	35,867
S.D.		4,847	9,438	6,002	9,556	10,142	12,110	9,149
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE I.3

ADMINISTRATION OF HUMAN SERVICES--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	24,000	22,800-27,500	24,600	3,362	5
	5-9 YEARS	30,000	26,800-32,000	29,421	3,687	19
	10-14 YEARS	32,000	28,800-33,000	31,789	4,697	19
	15-19 YEARS	34,000	29,500-37,000	33,333	5,196	9
	20-24 YEARS	32,000	29,800-34,000	31,400	3,688	10
						****
FOUR YR COLLEGE STUDENT COUNSELING CENTER						
	10-14 YEARS	31,000	24,000-34,000	29,571	5,062	7
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	5-9 YEARS	27,000	22,000-32,000	27,000	5,692	6
	10-14 YEARS	34,000	28,000-35,000	32,571	4,826	7
	15-19 YEARS	35,000	33,000-37,500	35,200	2,387	5
						****
PUBLIC GENERAL HOSPITAL						
	5-9 YEARS	30,000	28,000-30,500	29,400	1,342	5
						****
PRIVATE GENERAL HOSPITAL						
	2-4 YEARS	27,000	26,500-34,000	29,600	4,278	5
	5-9 YEARS	34,000	31,000-41,500	36,000	6,954	12
	10-14 YEARS	43,000	34,000-47,000	40,867	9,862	15
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	27,000	23,750-31,250	27,250	4,693	12
	5-9 YEARS	32,000	28,500-33,500	31,034	3,659	29
	10-14 YEARS	37,000	30,000-43,000	37,963	8,702	27
	15-19 YEARS	37,000	35,000-39,000	36,455	4,344	11
	20-24 YEARS	35,000	32,000-45,000	38,263	8,372	19
	25-29 YEARS	36,000	32,000-47,000	38,455	7,904	11
	30 OR MORE YEARS	36,000	27,000-38,000	33,200	8,556	5
						****
PRIVATE MENTAL OR PSYCHIATRIC HOSPITAL						
	5-9 YEARS	33,000	27,500-37,500	34,333	11,124	9
	10-14 YEARS	37,000	31,500-65,500	46,200	22,488	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	2-4 YEARS	34,000	28,000-37,750	33,833	5,636	6
	5-9 YEARS	37,000	35,500-39,500	36,769	3,419	13
	10-14 YEARS	41,000	38,750-45,000	42,591	5,378	22
	15-19 YEARS	40,000	40,000-43,000	42,308	3,772	13
	20-24 YEARS	44,000	42,250-49,250	45,125	3,907	8
	25-29 YEARS	48,500	41,750-51,000	47,714	5,915	14
	30 OR MORE YEARS	54,000	52,000-57,000	53,714	4,786	7
						****
OUTPATIENT CLINIC						
	5-9 YEARS	32,000	27,000-35,500	31,154	4,723	13
	10-14 YEARS	32,000	28,500-37,000	32,615	5,980	13
	15-19 YEARS	36,000	27,000-44,000	35,286	11,528	7
	20-24 YEARS	32,000	24,500-51,500	35,667	21,612	6
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	25,000	23,000-31,000	26,759	5,235	29
	5-9 YEARS	29,000	26,000-33,000	30,326	6,691	95
	10-14 YEARS	35,000	30,000-40,000	35,136	7,139	81
	15-19 YEARS	41,000	33,000-46,000	39,148	8,296	27
	20-24 YEARS	42,000	34,000-51,000	41,825	9,672	24
	25-29 YEARS	40,000	35,000-42,000	39,000	3,817	3
	30 OR MORE YEARS	31,000	29,250-54,750	38,667	14,031	6
						****

(CONTINUED)

TABLE I.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SPECIAL SERVICE SETTING						
	2-4 YEARS	28,000	23,750-34,250	29,000	5,692	6
	5-9 YEARS	30,000	26,000-37,000	31,474	6,939	19
	10-14 YEARS	32,000	29,750-37,250	33,136	5,357	22
	15-19 YEARS	33,000	30,500-45,000	39,250	9,206	12
	20-24 YEARS	43,000	40,000-48,000	43,727	7,747	11
	30 OR MORE YEARS	43,000	39,000-52,000	45,000	8,718	5
						****
OTHER HUMAN SERVICE SETTING						
	2-4 YEARS	26,000	20,000-27,000	23,714	3,684	7
	5-9 YEARS	28,000	23,000-37,000	29,333	8,746	9
	10-14 YEARS	35,000	28,000-44,000	34,444	10,956	9
	15-19 YEARS	35,500	28,750-37,000	34,500	5,855	8
						****
CRIMINAL JUSTICE SYSTEM						
	5-9 YEARS	29,500	24,000-34,250	29,667	6,802	6
	10-14 YEARS	32,500	29,250-44,000	35,333	7,866	6
	15-19 YEARS	33,000	32,500-42,000	36,400	6,229	5
						****
STATE GOVERNMENT AGENCY						
	5-9 YEARS	38,000	28,000-43,500	36,200	8,468	5
	10-14 YEARS	30,000	28,000-36,500	31,800	6,380	5
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE I.4

ADMINISTRATION OF HUMAN SERVICES--MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	10-14 YEARS	29,000	21,000-38,500	26,400	5,505	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	22,500	20,000-24,500	22,563	4,082	16
	10-14 YEARS	29,000	24,500-35,000	29,385	5,938	13
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	22,000	17,000-25,750	21,833	4,535	6
	10-14 YEARS	31,000	19,500-38,000	29,200	9,338	5
						****
OTHER HUMAN SERVICE SETTING						
	5-9 YEARS	19,000	17,500-24,500	20,600	4,827	5
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

J. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)

This section describes salaries of those respondents whose positions may be described as applied psychology (for example, the practice of industrial/organizational psychology, personnel selection or assessment; systems or equipment design; organizational consultation, analysis or training) and whose current major field is industrial/organizational psychology. Salaries for 192 doctoral-level respondents and 51 master's-level respondents are described in Tables J.1 and J.2, respectively.

For doctoral-level respondents, 43.2% are employed in consulting firms, 27.6% are employed in business or industry, and 13.5% are self-employed. Salaries for these settings are presented in Table J.3. It should be noted that the primary source of salary for approximately 71% of those employed in consulting firms and 86% of those who are self-employed is fee-for-service (e.g., consultation contracts). At the master's-level, the largest percentage of respondents (43.1%) are employed in business or industry, and detail regarding salaries in this setting is given in Table J.4.

For applied psychology positions (industrial/organizational psychology), the median 11-12 month salary is $41,750 for doctoral-level respondents and $34,667 for master's-level respondents.

Table J.1

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	1	2	1	1	2
$90,000 to $99,000				1		1		
$80,000 to $89,000				6			1	2
$70,000 to $79,000		1		2	2	2	2	
$60,000 to $69,000			1	11	5	1	2	2
$59,000								
58,000					1			
57,000				1				
56,000		1						
55,000		1	2	1	1			1
$54,000			1		1			
53,000			1					
52,000			2			1		
51,000					2			
50,000		1	2	3	1	1		2
$49,000							1	
48,000			4					
47,000					1			
46,000			1					
45,000			6	1				
$44,000				1				
43,000			1					
42,000		1	2		1			
41,000			3			1		
40,000			8	4	2	2		4
$39,000			1					
38,000			4	1	1			
37,000			3	1				
36,000			3	3				
35,000	1	2	4	1	2	1		
$34,000		1	4					
33,000		1	2					
32,000		2	2	2				
31,000		1						
30,000	1	1		1				
$29,000		2	1		1	1		
28,000		3						
27,000		2	1	1				
26,000		3	1					
25,000		2						
$24,000			1		1			
23,000								
22,000			2					
21,000								
20,000		1						
$19,000								
18,000		1						
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000				1				
11,000								
$10,000 or less								
N	2	27	64	43	24	12	7	13
90%		55,200	52,500	83,400	87,500	99,700	100,000	100,000
75%		35,000	45,000	67,000	63,750	73,750	80,000	84,500
Median - 50%		29,000	40,000	57,000	52,500	51,000	73,000	55,000
25%		26,000	35,000	38,000	40,000	40,000	62,000	40,000
10%		24,000	30,500	32,000	32,000	30,800	49,000	40,000
Mean		33,407	41,094	55,140	54,500	58,000	71,571	62,615
S.D.		12,426	11,174	19,786	19,256	23,996	16,133	22,707

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table J.2

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000					1			1
$70,000 to $79,000				1				
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								1
53,000				1				1
52,000								1
51,000				1				
50,000							1	1
$49,000								
48,000								1
47,000								
46,000						1		
45,000				1		1		
$44,000								
43,000				1				
42,000							1	2
41,000				1				1
40,000			1					
$39,000								
38,000								
37,000								
36,000		1	1					
35,000		1	1		1			
$34,000								
33,000								
32,000			1					1
31,000			2					
30,000		3				1		
$29,000			1					
28,000		1			1			
27,000			1				1	
26,000		2					1	
25,000		1						
$24,000								
23,000		1						
22,000	1		1					
21,000		2						
20,000								
$19,000						1		
18,000								
17,000								
16,000		1						
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								1
N	1	13	9	6	3	4	4	11
90%		35,600	40,000	70,000				74,800
75%		30,000	35,500	57,250				53,000
Median - 50%		26,000	31,000	48,000				48,000
25%		22,000	28,000	42,500				41,000
10%		18,000	22,000	41,000				14,400
Mean		26,692	31,444	50,500				45,818
S.D.		5,677	5,270	10,616				16,952

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE J.3

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SELF-EMPLOYED, NOT PRIVATE PRACTICE						
	5-9 YEARS	48,000	35,000- 55,000	43,857	12,267	7
	10-14 YEARS	82,500	67,500- 92,500	80,833	14,289	6
	15-19 YEARS	55,000	35,000-100,000+	60,143	30,536	7
						****
CONSULTING FIRM						
	2-4 YEARS	28,000	26,000- 42,500	33,444	11,260	9
	5-9 YEARS	40,000	37,000- 45,500	44,429	14,757	21
	10-14 YEARS	57,500	38,500- 64,750	55,083	16,878	24
	15-19 YEARS	59,000	48,250- 66,750	56,700	12,807	10
	20-24 YEARS	65,000	40,000- 73,000	61,571	22,707	7
	30 OR MORE YEARS	60,000	40,000- 96,000	65,500	26,142	8
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	31,000	28,000- 42,000	36,273	16,131	11
	5-9 YEARS	40,000	35,500- 45,000	41,042	6,643	24
	10-14 YEARS	50,000	37,500- 62,500	49,556	13,875	9
						****

SOURCE: 1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE J.4

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) --MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	5-9 YEARS	31,000	28,000-35,500	31,600	4,980	5
	30 OR MORE YEARS	48,000	32,000-54,000	45,286	21,500	7
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

K. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

Salaries for individuals whose positions may be described as applied psychology and whose current major field is a subfield other than industrial/organizational psychology are described in this section. These individuals are typically involved in organizational consultation, marketing research, systems/equipment design, and other applied psychology activities. There were 150 doctoral-level respondents and 27 master's-level respondents in these types of positions, and their salaries are presented in Tables K.1 and K.2, respectively.

The most frequently reported subfields for doctoral-level respondents include clinical psychology (30.7%) and engineering psychology (16.0%). These respondents are employed in a wide variety of settings, with the largest percentages employed in business or industry (20.0%) and consulting firms (12.0%). Salary information for these and other settings is found in Table K.3. There was an insufficient number of master's-level respondents in any particular employment setting to present data for selected settings.

For applied psychology positions (other psychology), the median 11-12 month salary is $35,900 for doctoral-level respondents and $31,000 for master's-level respondents.

Table K.1

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1	1	1	1	1
$90,000 to $99,000			2	1				
$80,000 to $89,000						1		
$70,000 to $79,000				2	2			
$60,000 to $69,000			1	2		3	2	3
$59,000								
58,000								
57,000								
56,000								
55,000				1				
$54,000		1		1				
53,000								1
52,000							1	
51,000								1
50,000					2		1	
$49,000							1	
48,000						1	1	
47,000								
46,000			1	1	1			
45,000				1			1	
$44,000								
43,000			2	1				
42,000			2	3				
41,000			1				1	
40,000				2	1		2	
$39,000			3					1
38,000			3	1	2		1	
37,000			3	1	1			
36,000			4	1				
35,000		1	3	1	2			1
$34,000		1		1				
33,000			1		1	2		
32,000		1	1	1				
31,000	1	2	2		1			
30,000		4	2					1
$29,000		1	3	1	1			
28,000			4			1		1
27,000		3	3					
26,000			3					
25,000	2	3	1		1			
$24,000	1	1	2		1			
23,000		1	1					
22,000		1	1					
21,000		1						
20,000								
$19,000								
18,000					1			
17,000								
16,000								
15,000	1							
$14,000								
13,000			1					
12,000								
11,000								
$10,000 or less			1					1
N	5	21	51	23	18	9	12	11
90%	31,000	34,800	43,000	77,500	77,500	100,000	90,700	93,600
75%	28,000	31,000	38,000	50,000	50,000	75,500	61,000	65,000
Median - 50%	25,000	29,000	33,000	37,500	37,500	65,000	48,500	51,000
25%	19,500	25,000	27,000	30,500	30,500	33,000	40,250	30,000
10%	15,000	22,200	24,000	23,400	23,400	28,000	38,600	13,600
Mean	24,000	29,143	34,961	49,870	43,378	58,111	53,000	49,000
S.D.	5,745	6,858	14,476	18,789	20,829	24,862	17,602	24,450
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table K.2

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000				1		1		
$49,000					1			
48,000								
47,000								
46,000								
45,000		1						
$44,000							1	
43,000								
42,000								
41,000								
40,000								
$39,000							1	
38,000						1	1	
37,000								1
36,000								
35,000			1			1		
$34,000								
33,000					1			
32,000			1					
31,000				1				
30,000								
$29,000			1			1		
28,000				1				
27,000			1	1	1			
26,000		1				1	1	
25,000								
$24,000								
23,000								
22,000								
21,000	1		1					
20,000								
$19,000								
18,000			1					
17,000								
16,000								
15,000			1					
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	1	2	7	4	3	5	4	1
90%			35,000			50,000		
75%			32,000			44,000		
Median - 50%			27,000			35,000		
25%			18,000			27,500		
10%			15,000			26,000		
Mean			25,286			35,600		
S.D.			7,455			9,343		
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE K.3

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
INDIVIDUAL PRIVATE PRACTICE						
	10-14 YEARS	70,000	43,500-87,500	66,400	23,818	5
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	29,000	27,000-31,000	29,000	2,121	5
						****
CONSULTING FIRM						
	2-4 YEARS	27,000	25,000-32,000	28,200	3,834	5
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	31,000	28,500-44,500	35,400	10,784	5
	5-9 YEARS	37,000	33,500-39,250	36,200	5,160	10
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

L. ADMINISTRATION OF APPLIED PSYCHOLOGY

Administration of applied psychology includes the management of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology or marketing research. Individuals in these positions may be directly involved in applied psychology activities; however, their primary responsibility is the administration of the program, including supervision of personnel. Tables L.1 and L.2 describe salaries for 230 doctoral-level respondents and 37 master's-level respondents, respectively.

The most frequently reported subfields for doctoral-level respondents in these positions are industrial/organizational psychology (38.3%) and clinical psychology (25.2%); 35.1% of the master's-level respondents report industrial/organizational psychology as their current major field. The most frequent employment settings for doctoral-level respondents are business or industry (20.9%), and consulting firms (19.1%). Salary information for these and other settings is given in Table L.3. For more than 60% of those employed in consulting firms, the primary source of salary is fee-for-service (e.g., consultation contracts). Because of the small number of master's-level respondents in these types of positions, salary information is not presented for selected employment settings.

For administration of applied psychology, the median 11-12 month salary is $43,700 for doctoral-level respondents and $40,000 for master's-level respondents.

Table L.1

ADMINISTRATION OF APPLIED PSYCHOLOGY -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more		1		3	1	2	4	4
$90,000 to $99,000				1		2		
$80,000 to $89,000					2	1	4	2
$70,000 to $79,000		1		1	6	2	2	1
$60,000 to $69,000			4	2	1	3	2	8
$59,000					2			1
58,000				1	1			1
57,000				1				
56,000					1		1	1
55,000								
$54,000			1		1			
53,000								1
52,000			1	3				1
51,000					1			
50,000			1	3	1		1	
$49,000						1		
48,000				3			1	
47,000			1	2	1	1	1	2
46,000			1		1	2		
45,000		2		3	1		3	
$44,000		1	1	2			1	
43,000			1		2		1	
42,000				1			1	1
41,000			1	1	1			
40,000		1	2		1	1	1	
$39,000			2	2	1	1		
38,000		1	2		2			
37,000		1	2	3				
36,000			1	4	1			
35,000		1	1	3	1	2	2	
$34,000		1	3	2		2	1	
33,000			2	4			1	
32,000			2	2	1	1		
31,000						1		
30,000		4	2	2	1	2	2	1
$29,000			3				1	
28,000				1				
27,000			1		1			
26,000			2	2				
25,000		3		2	1			
$24,000			2					
23,000			2	1				
22,000		1	1		1			
21,000								
20,000		1						
$19,000								
18,000								
17,000			1					
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								1
$10,000 or less								
N	0	9	43	55	34	24	30	25
90%		72,000	57,600	70,800	79,000	99,500	100,000	100,000
75%		44,000	43,000	50,000	72,000	74,250	80,500	78,000
Median - 50%		34,000	35,000	39,000	48,500	46,500	47,500	61,000
25%		25,000	29,000	33,000	38,000	34,250	38,750	51,500
10%		22,000	23,400	27,200	28,500	30,500	30,300	37,200
Mean		38,263	37,116	45,036	52,412	55,792	58,033	63,760
S.D.		19,011	11,638	18,517	19,206	24,481	24,150	22,025
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table L.2

ADMINISTRATION OF APPLIED PSYCHOLOGY -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more							2	
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000						1		
$60,000 to $69,000						1		1
$59,000								
58,000								
57,000						1		
56,000								
55,000					1		1	
$54,000								
53,000								
52,000								1
51,000								
50,000								
$49,000								
48,000								2
47,000								
46,000								1
45,000						1		1
$44,000								
43,000				1	1			1
42,000								
41,000							1	
40,000								1
$39,000								
38,000					1			
37,000								1
36,000								
35,000	1							
$34,000						1		
33,000								
32,000				1				
31,000		1						1
30,000		1						1
$29,000		1						
28,000								
27,000				1				
26,000		1						
25,000								1
$24,000								
23,000								
22,000			1					
21,000								
20,000		1						
$19,000		1						
18,000			1					
17,000								
16,000								
15,000								
$14,000			1					
13,000								
12,000								
11,000								
$10,000 or less								
N	1	6	3	3	3	5	4	12
90%		31,000				70,000		57,600
75%		30,250				65,000		48,000
Median - 50%		27,500				57,000		44,000
25%		19,250				39,500		32,500
10%		19,000				34,000		26,500
Mean		25,833				53,200		42,083
S.D.		5,193				13,954		10,022

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE L.3

ADMINISTRATION OF APPLIED PSYCHOLOGY--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	29,500	24,000- 34,500	29,125	7,357	8
						****
CONSULTING FIRM						
	10-14 YEARS	51,000	47,750- 89,250	63,667	22,427	12
	15-19 YEARS	72,000	63,000- 86,750	74,875	14,827	8
	25-29 YEARS	65,000	37,500- 97,250	66,125	30,097	8
	30 OR MORE YEARS	65,000	62,000-100,000+	75,857	17,724	7
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	41,000	35,250- 59,250	46,375	13,049	8
	10-14 YEARS	48,000	41,000- 57,000	49,455	9,637	11
	15-19 YEARS	58,000	50,000- 73,000	59,571	12,259	7
	20-24 YEARS	72,000	51,000- 99,500	74,600	25,511	5
	25-29 YEARS	73,000	47,500- 81,000	64,889	22,212	9
	30 OR MORE YEARS	61,000	58,000- 70,000	63,400	7,603	5
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

M. OTHER ADMINISTRATIVE POSITIONS

Other administrative positions include management in a business, government, or non-profit organization that cannot be described as the direct administration of educational, research, human service, or applied psychology activities. This type of position may be related to psychology, such as the administration of a government program to fund psychological research. This type of position includes policy or program development or review, personnel administration, budgeting, and so forth. There were 186 doctoral-level respondents and 59 master's-level respondents in these types of positions, and their salaries are reported in Tables M.1 and M.2, respectively.

Individuals employed in the other administrative positions may be in almost any subfield of psychology. The most frequently reported employment settings for doctoral-level respondents are business or industry (20.4%), federal government agencies (15.1%), other non-profit organizations (11.3%), and state government agencies (8.6%). Salaries for doctoral-level respondents in these settings are present in Table M.3. There was an insufficient number of master's level respondents in any particular employment setting to present data for selected settings.

For other administrative positions, the median 11-12 month salary is $43,833 for doctoral-level respondents and $36,250 for master's-level respondents.

Table M.1

OTHER ADMINISTRATIVE POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				5	3	1	1	
$90,000 to $99,000			1				3	1
$80,000 to $89,000						2	1	2
$70,000 to $79,000		1	1	2			2	1
$60,000 to $69,000				1	1	3	4	2
$59,000								
58,000				1	1		2	1
57,000			1				2	1
56,000							1	
55,000				2	1	1		
$54,000								
53,000					1			
52,000				1	1	2		
51,000								
50,000				1	1	1		1
$49,000							2	
48,000			1	2		1	1	1
47,000			1	1				1
46,000			1	1	2		2	1
45,000			1	3	1	1	1	1
$44,000			1	4	3			1
43,000				2		1	1	1
42,000				1				
41,000				4		1		
40,000			2	2	2	1		2
$39,000				1	1		1	
38,000			2	2	1	1	1	
37,000			1	1		1		
36,000				1	1	1		
35,000	1		1	3	1	1	1	1
$34,000		1	2	3				
33,000			3			1		1
32,000			3		1	1		
31,000			1			1	2	1
30,000			1	2		1		
$29,000			1					
28,000			2	1				
27,000		1		1				
26,000			1	1				
25,000			1	2			1	
$24,000			1					
23,000		1					1	
22,000			1					
21,000			1					
20,000		1					1	
$19,000						1		
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	1	5	32	51	22	24	31	20
90%		77,000	54,300	95,000	100,000	81,000	92,400	85,700
75%		55,550	43,000	35,000	55,750	58,750	67,000	67,250
Median - 50%		27,000	33,500	43,000	45,500	35,250	56,000	47,500
25%		21,500	29,250	35,000	39,750	35,350	39,000	40,750
10%		20,000	24,300	28,400	35,300	30,500	26,200	33,200
Mean		36,200	37,781	47,784	52,864	48,292	55,548	54,200
S.D.		23,403	14,586	20,230	20,762	18,668	21,825	17,967
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table M.2

OTHER ADMINISTRATIVE POSITIONS -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						1		2
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000					1	1		1
$60,000 to $69,000					1			
$59,000								
58,000								
57,000							1	1
56,000								
55,000					1			2
$54,000								
53,000								
52,000								
51,000								
50,000				1				
$49,000				1				
48,000				1				
47,000								
46,000				1	2			
45,000								
$44,000						1		2
43,000								1
42,000								1
41,000					1			
40,000						1	1	1
$39,000								
38,000						1		
37,000						1		
36,000								2
35,000				2				
$34,000			1			1		1
33,000								
32,000			1				1	
31,000								
30,000				1				
$29,000							1	
28,000			1			2		1
27,000		1	1	1				
26,000							1	
25,000		1	1			1		1
$24,000								1
23,000								
22,000								
21,000								
20,000		1	1					
$19,000								
18,000			1					
17,000								
16,000		1						
15,000				1	1			
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	0	4	7	9	7	10	5	17
90%			34,000	50,000	70,000	97,300	57,000	100,000
75%			32,000	48,500	62,000	51,250	48,500	56,000
Median - 50%			27,000	35,000	46,000	37,500	32,000	43,000
25%			20,000	28,500	41,000	28,000	27,500	35,000
10%			18,000	15,000	15,000	25,300	26,000	24,800
Mean			26,286	37,222	47,857	44,700	36,800	49,294
S.D.			5,851	12,018	17,677	23,679	12,438	22,959

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE M.3

OTHER ADMINISTRATIVE POSITIONS--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	5-9 YEARS	48,000	42,000- 67,000	53,200	14,721	5
	10-14 YEARS	58,000	46,500-100,000+	67,462	24,006	13
	25-29 YEARS	82,500	58,500- 92,250	73,750	26,190	8
						****
FEDERAL GOVERNMENT AGENCY						
	10-14 YEARS	41,000	38,000- 45,000	41,667	3,830	6
	20-24 YEARS	48,000	34,000- 53,500	44,600	10,015	5
	25-29 YEARS	57,500	51,000- 59,500	55,375	6,163	8
						****
STATE GOVERNMENT AGENCY						
	10-14 YEARS	35,000	28,000- 40,000	35,000	6,110	7
						****
OTHER NON-PROFIT ORGRANIZATION						
	5-9 YEARS	40,000	30,500- 45,500	38,400	7,635	5
	10-14 YEARS	37,500	35,000- 43,500	38,833	4,309	6
	30 OR MORE YEARS	47,000	44,000- 82,500	60,200	21,088	5
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

N. OTHER TYPES OF POSITIONS

There were 130 doctoral-level respondents and 40 master's-level respondents who reported that their positions could not be reasonably assigned to one of the previously described categories. For example, these positions may be in sales, publishing, teaching, medicine and so forth, and they may or may not be related to psychology. Salaries for doctoral-level and master's-level respondents in these other types of positions are presented in Tables N.1 and N.2, respectively.

Individuals in these other types of positions are from a variety of subfields and are employed in a variety of settings. At the doctoral level, the most frequently reported employment setting is business or industry (20.8%); self-employment other than independent practice accounts for the next highest percentage of respondents (16.2%). Table N.3 presents salary information for these settings. There was an insufficient number of master's-level respondents to present salary information for selected settings.

For other types of positions, the median 11-12 month salary is $34,833 for doctoral-level respondents and $31,000 for master's-level respondents.

Table N.1

OTHER TYPES OF POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	1		1		1
$90,000 to $99,000		1	1			1	1	
$80,000 to $89,000				2		1		
$70,000 to $79,000					2	1		
$60,000 to $69,000				1	2		1	
$59,000			1			1		1
58,000				1	1			
57,000								
56,000								
55,000			1					
$54,000								
53,000								
52,000				1				
51,000								
50,000			1	1	3	1	2	1
$49,000								
48,000								
47,000								
46,000								
45,000				1				
$44,000								
43,000								
42,000					1			
41,000		2						
40,000			1	1				1
$39,000			3	1			1	
38,000								
37,000			1	1				
36,000		1						1
35,000		3	3	3	1			
$34,000			4	3	1	1	3	
33,000			1	5				
32,000			1	1				
31,000		2	1	1				
30,000	1							
$29,000			1	3				1
28,000								2
27,000	1				1			
26,000		1	2	1				
25,000		1	1					
$24,000			3				1	
23,000								1
22,000		2						
21,000			2			1		
20,000		1		1				
$19,000		1	1					1
18,000		1	1	2	1			
17,000		2						
16,000				1	1			
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less	2		1					
			2					
								1
N	4	19	33	32	14	8	9	11
90%		42,000	56,800	75,000	76,500	100,000	90,000	91,600
75%		35,000	40,000	44,000	61,250	88,500	57,500	50,000
Median - 50%		27,000	32,000	35,000	50,000	66,000	40,000	31,000
25%		21,000	25,000	30,500	33,500	38,750	35,000	25,000
10%		18,000	14,600	20,600	18,500	24,000	26,000	12,400
Mean		31,579	35,061	40,500	47,357	64,375	47,333	39,636
S.D.		16,164	19,829	18,712	18,731	27,197	19,723	24,001
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table N.2

OTHER TYPES OF POSITIONS -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1					
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								1
$60,000 to $69,000							1	
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								1
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000						1		
47,000								
46,000								
45,000						1		
$44,000								
43,000								
42,000								
41,000								
40,000								
$39,000					1			
38,000				1				
37,000					1			
36,000			1	1	1			
35,000				1	2	1		
$34,000								
33,000				1			1	1
32,000								
31,000				2				
30,000				1				
$29,000				1				
28,000								
27,000			1					1
26,000			1					
25,000				1		1	1	
$24,000							1	
23,000			1			1		
22,000								
21,000								
20,000			1					
$19,000				1				
18,000								
17,000								
16,000				1				
15,000								
$14,000		1						
13,000			1					
12,000			1					
11,000								1
$10,000 or less			1					
N	0	1	9	11	5	5	4	5
90%			100,000	37,600	39,000	48,000		70,000
75%			31,500	35,000	38,000	46,500		62,000
Median - 50%			23,000	31,000	36,000	35,000		33,000
25%			12,500	25,000	35,000	24,000		19,000
10%			10,000	16,600	35,000	23,000		11,000
Mean			29,667	29,364	36,400	35,200		39,000
S.D.			27,663	6,889	1,673	11,322		23,184

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE M.3

OTHER TYPES OF POSITIONS--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SELF-EMPLOYED, NOT PRIVATE PRACTICE						
	5-9 YEARS	33,000	15,000-75,000	42,600	35,409	5
	10-14 YEARS	34,000	30,000-44,000	36,400	3,295	5
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	32,000	24,000-36,000	30,400	6,465	5
	5-9 YEARS	28,000	27,000-40,000	32,000	6,455	7
	10-14 YEARS	40,000	36,000-55,000	50,571	23,251	7
						****

SOURCE:1982 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

APPENDIX

Return before April 30, 1982

AMERICAN PSYCHOLOGICAL ASSOCIATION
1982 SALARY SURVEY

INSTRUCTIONS
(Please read carefully before completing the questionnaire)

This questionnaire is completely anonymous. Your name is not requested, and there is no identifying number on this questionnaire.

MARKING DIRECTIONS

- Use only a soft black lead pencil (No. 2 is ideal).
- Make heavy black marks that fill the circle.
- Erase cleanly any answer you wish to change.
- Make no stray markings of any kind.

EXAMPLE: Will marks made with ballpoint pen or felt-tip pen be properly read?

○ Yes ● No

1. **Present Employment.** "Are you currently employed at least 35 hours per week (i.e., full-time) in a salaried position, independent practice, or self-employment position?" If you answer "No" (i.e., you are unemployed, retired, or employed fewer than 35 hours per week), do not complete the remainder of this questionnaire. Please stop here and return this questionnaire in the enclosed envelope.

2. **Current Major Field.** Please fill in the circle indicating the major field that best describes your professional identification. Mark one only.

3. **Highest Degree.** Please indicate your highest degree.

4. **Year of Highest Degree.** Please indicate the year in which you received your highest degree. Write the year in the boxes and mark the matching circles below each box.

5. **Total Years Work Experience.** In general, this will be the number of years since receiving your highest degree. However, there are several exceptions to this general rule. For example:

   Since receiving your highest degree, there was a period (one or more years) when you did not work.

   or

   You had work experience at a professional level before receiving your highest degree.

   or

   Since receiving your highest degree, there has been a major change in your specialty field such that work experience prior to this change is irrelevant to your present employment.

6. **Employment Setting.** Using the code list below, please select the setting that best describes your full-time primary employment position. Write the code number in the boxes and mark the matching circles below each box.

CODE LIST

Educational Institutions and School Systems

University (excluding medical school)
- 01 Psychology department
- 02 Education department
- 03 Business school or department
- 04 Other academic department or unit
- 05 Management or administrative unit
- 06 Student counseling or services center
- 07 Research center or institute
- 09 Other university setting

Four-year college
- 11 Psychology department
- 12 Education department
- 13 Business school or department
- 14 Other academic department or unit
- 15 Management or administrative unit
- 16 Student counseling or services center
- 17 Research center or institute
- 19 Other four-year college setting

- 21 Two-year college
- 22 Medical school psychiatry department
- 23 Medical school, other than psychiatry department
- 24 Free-standing professional school for health services other than medical (e.g., psychology, nursing, dentistry, psychiatry, etc.)
- 25 Elementary or secondary school
- 26 School system district office
- 29 Other educational setting (e.g., vocational, adult or special education)

Human Service Settings

- 31 Public general hospital
- 32 Private general hospital
- 33 Public mental or psychiatric hospital
- 34 Private mental or psychiatric hospital
- 35 VA Hospital
- 41 Individual private practice
- 42 Group psychological practice
- 43 Medical/psychological group practice
- 44 Outpatient clinic
- 45 Community mental health center or clinic (CMHC)
- 46 Health Maintenance Organization (HMO)
- 47 Counseling and guidance center (not school or college)
- 48 Special health services: retardation, aging, or handicapped
- 49 Other human service setting

Other Employment Settings

- 51 Self-employed (other than private practice)
- 52 Consulting firm
- 53 Private research organization or laboratory
- 54 Government research organization or laboratory
- 55 Business or industry (excluding consulting firm or research organization)
- 61 Criminal justice system
- 62 Military service (other than above settings)
- 63 Federal government agency (other than above settings)
- 64 State government agency (other than above settings)
- 65 Local government agency (other than above settings)
- 66 Other non-profit organization
- 69 Other non-educational or non-service setting not listed above

7. **Type of position.** Please select the category that best describes the type of position you hold in your primary employment setting (as indicated in Question 6). You may be involved in several different types of work activities; however, your employment position can usually be described by one of the following categories.

   Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

   Educational Administration. Includes college or university administrative positions (such as president, provost, dean, etc.) although you may also have a faculty appointment. Does not include department chair. Also includes superintendent of school district or other administrative position related to education.

   Research. Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

   Administration of Research. Includes the management or administration of a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is the administration of research activities, including the supervision of research personnel.

   Direct Human Services. Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

   Administration of Human Services. Includes the management or administration of a program of human services. Although you may be directly involved in the delivery of human services, your primary responsibility is the administration of human service activities, including the supervision of human service personnel.

   Other Applied Psychology. Includes the practice of industrial/organizational psychology; personnel selection or assessment; systems or equipment design; organizational consultation; analysis or training.

   Administration of Applied Psychology. Includes the management or administration of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is the administration of the program, including the supervision of personnel.

   Other Administrative Position. Includes management or administration in a business, government setting, or non-profit organization that cannot be described as the direct administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

   Other Type of Position. Includes any type of position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

8-9. **Full-time Salary (9-10 month or 11-12 month).** Please indicate in thousands of dollars the amount of salary from your full-time position (e.g., $27,000 = 27). Write the salary in the boxes and mark the matching circle below each box. Please be sure to indicate if your salary is 9-10 month (academic year basis) or 11-12 month.

10. **Source of Salary.** Some individuals (particularly those who are self-employed or in private practice) are engaged in fee-for-service activities. If the primary source of your salary is fee-for-service (e.g., direct reimbursement, third-party payments, consultation contracts, etc.), please answer "Yes" to this question.

PLEASE READ INSTRUCTIONS ON REVERSE SIDE BEFORE COMPLETING THIS QUESTIONNAIRE
PLEASE BE SURE TO USE A SOFT, BLACK LEAD PENCIL

1. **Present Employment.** Are you currently employed at least 35 hours per week (i.e., full-time) in a salaried position, independent practice, or self-employment position?

○ Yes (Answer Questions 2-10) ○ No (Please stop here and return this questionnaire)

---

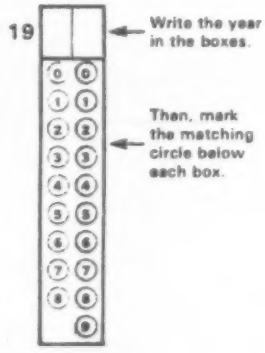
2. **Current Major Field.** Please indicate your major field or professional identification. (Mark one only)

○ Clinical
○ Cognitive
○ Community
○ Comparative
○ Counseling
○ Developmental
○ Educational
○ Engineering
○ Experimental
○ General
○ Industrial/organizational
○ Personality
○ Physiological
○ Psycholinguistics
○ Psychometrics
○ Psychopharmacology
○ Quantitative
○ School
○ Social
○ Systems/History/Methods
○ Other, in psychology
○ Other, not in psychology

3. **Highest Degree.** (Mark one only)

○ Doctorate (PhD, EdD, PsyD)
○ Master's (MA, MS, MEd)
○ Other degree

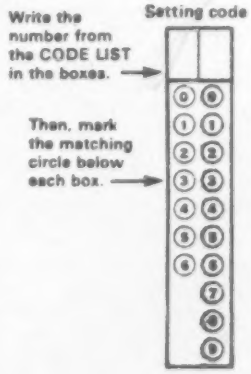
4. **Year of highest degree.** Indicate in boxes the year you earned your highest degree. (e.g., 1968 = 68)



5. **Total Years Work Experience.** (Mark one only)
(See instructions on reverse side)

○ 0, 1 year
○ 2-4 years
○ 5-9 years
○ 10-14 years
○ 15-19 years
○ 20-24 years
○ 25-29 years
○ 30 years or more

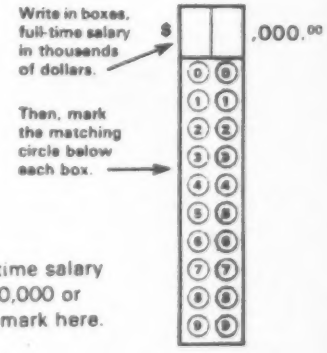
6. **Employment Setting.** Using the CODE LIST on the reverse side, indicate in the boxes the code number for your employment setting.



7. **Type of Position.** (Mark one only)
(See instructions for complete description)

Faculty Position
○ Full Professor
○ Associate Professor
○ Assistant Professor
○ Lecturer or Instructor
○ Other Faculty Position
○ Educational Administration
○ Research
○ Administration of Research
○ Direct Human Services
○ Administration of Human Services
○ Other Applied Psychology
○ Administration of Applied Psychology
○ Other Administrative Position
○ Other Type of Position

8. **Full-time Salary (9-10 month or 11-12 month).** Indicate in thousands of dollars the amount of salary from your full-time primary position (e.g., 27,000 = 27).



○ If full-time salary is $100,000 or more, mark here.

9. **Indicate the period for this salary.** (Mark one only)

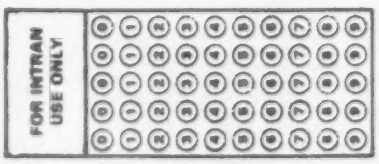
○ 9-10 months ○ 11-12 months

10. **Source of Salary.** Is the primary source of your salary fee-for-service (e.g., direct reimbursement, third-party payment, consultation contracts, etc.)?

○ Yes ○ No

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1982 APA Salary Survey
4555 West 77th Street
Minneapolis, Minnesota 55435



Return before April 30, 1982

H2620-9

SALARIES IN PSYCHOLOGY

1983

Report of the 1983 APA Salary Survey

Joy Stapp and Robert Fulcher

Human Resources Research

September 1983

American Psychological Association
1200 Seventeenth Street, N.W.
Washington, D.C. 20036

ACKNOWLEDGEMENTS

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INTRODUCTION

In 1981, APA initiated a survey designed to collect salary data that could be analyzed and disseminated in a timely manner. The many requests for salary information that we receive each year from members, employers, students, and others had convinced us of the need for a source of such information. This impression was further reinforced by the large number of requests (over 2,000) that we received for copies of the reports of the 1981 and 1982 Salary Surveys. The results of the third survey in this series, APA's 1983 Salary Survey, are presented in this report.

Salaries in Psychology describes current salaries for APA members employed in a variety of roles and settings. The data reported here represent salaries for individuals who are employed full time (i.e., at least 35 hours per week), including self-employment and independent practice. These data do not represent total annual income. Many psychologists have additional sources of income from other professional activities (such as part-time private practice, consulting, and so forth). The issue of additional income is regularly addressed in other APA surveys and was not included in the 1982 Salary Survey.

Method

The 1983 Salary Survey was mailed on April 7, 1983, to a random sample of 20,000 U.S.-resident APA members who were presumed to be employed full time (i.e., at least 35 hours per week). Those who joined APA on or before January 1, 1981 were eligible for inclusion in the sample if they indicated full-time employment in response to an employment status question on the 1981 APA Directory Survey; a total of 31,664 APA members met this criterion. Those who joined APA after January 1981 (N=8,338) were simply assumed to be employed full time, thus all were eligible for inclusion in the sample. The one-page Salary Survey questionnaire (see Appendix) asked for the following information from respondents who indicated they were currently employed full time (i.e., at least 35 hours per week): current major field, highest degree, year of highest degree, total years of work experience, employment setting, type of position, full-time salary, whether the salary was on a 9-10 month or 11-12 month basis, and whether the primary source of the salary was fee-for-service (e.g., direct reimbursement, third-party payment, consultation contracts, etc.). A return date of April 30 was requested and a postage-paid envelope was provided for the respondent's convenience. The survey was anonymous, and there was no follow-up mailing to non-respondents.

A total of 11,481 completed questionnaires (57.4%) were returned. There were 604 respondents who indicated they were not currently employed at least 35 hours per week; an additional 304 respondents were excluded from further analysis because salary, type of position and/or highest degree (doctorate or master's) was not indicated. Thus, the data in this report are based on a total of 10,573 responses or 52.9% of the sample.

Organization of This Report

The report is divided into 14 sections, each describing salaries for a particular type of position. The sections are as follows:

A. Faculty Positions
B. Educational Administration
C. Research Positions
D. Administration of Research
E. Direct Human Services (Clinical Psychology)
F. Direct Human Services (Counseling Psychology)
G. Direct Human Services (School Psychology)
H. Direct Human Services (Other Psychology)
I. Administration of Human Services
J. Applied Psychology Positions (Industrial/Organizational Psychology)
K. Applied Psychology Positions (Other Psychology)
L. Administration of Applied Psychology
M. Other Administrative Positions
N. Other Types of Positions

As may be seen, salaries for "Direct Human Services" are presented separately for clinical psychology, counseling psychology, school psychology, and other psychology (Sections E through H). Similarly, salaries for "Applied Psychology Positions" are presented separately for industrial/organizational psychology and other psychology (Sections J and K). For these types of positions, salary inquiries often refer to these particular subfields of psychology, and there was a sufficient number of respondents to make detailed breakdowns possible.

For each type of position, the data are presented separately for doctoral-level and master's-level respondents. For faculty positions (Section A), the salary data are broken down according to academic rank. For all other types of positions (Sections B through N), the salary data are broken down according to total years of work experience: 0-1 years, 2-4 years, 5-9 years, 10-14 years, 15-19 years, 20-24 years, 25-29 years, and 30 years or more. The number of respondents in the "0-1 years" category is relatively small because many individuals do not join APA until a year or two after they receive their degree. Information on salaries of recent psychology doctorate recipients is available each fall in preliminary reports of APA's Doctorate Employment Survey[1].

Each section contains a brief description of the type of position and two or more tables of salary data. The first table in each section gives a frequency distribution and summary statistics for salaries of doctoral-level respondents. The second table in each section gives the same information for master's-level respondents. The summary statistics include percentiles (90th, 75th, 50th or median, 25th, 10th), mean, and standard deviation. The 90th and 10th percentiles are not given for Ns less than 10, and no statistics are given for Ns less than 5.

---

[1]Fulcher, R. & Stapp, J. Preliminary Report: 1981 Doctorate Employment Survey. American Psychological Association, October 1982.

There are a sufficient number of respondents for most types of positions to present summary statistics for specific employment settings. (A complete list of employment settings may be found on the survey questionnaire, see Appendix.) In these cases, the third table in each section presents summary statistics for doctoral-level respondents employed in specific settings, and the fourth table presents similar information for master's-level respondents. The summary statistics for employment settings are also presented according to academic rank or years of work experience; in each case, the median, Q_1 and Q_3 (i.e., the 25th and 75th percentiles), mean, and standard deviation are given. Statistics are not presented where the N is less than 5.

For most types of positions, respondents reported 11-12 month salaries, and they are presented in this manner. There are two exceptions to this general rule: respondents in "Faculty Positions" (Section A) and "Direct Human Services (School Psychology)" (Section G) most frequently reported 9-10 month salaries, and the data are presented accordingly.

There are four final observations regarding the data in this report. First, the number of respondents in some categories is very small, and the statistics reported should be interpreted with caution. Second, the salary data in this report are nation-wide; for specific geographic locations where the cost of living significantly differs from the national average, the average salaries would be expected to vary accordingly. Third, positions with the same salary may differ with regard to opportunities for earning additional income. Finally, there are many factors that determine an individual's salary, and for these reports, we have chosen several of the most important: years of experience, degree level, type of position, and type of employment setting. As detailed as the breakdowns are in the following pages, they do not include other important factors such as specific job duties, benefits offered by employers, geographic location, and the particular talents and competencies of the individual. For these reasons, the salary data presented here are not intended as definitive; rather, these data represent the range of current salaries paid to a national sample of APA members.

A. FACULTY POSITIONS

The largest percentage of respondents to the 1983 Salary Survey (31.6%) were employed in faculty positions. These positions include teaching, research and other activities appropriate to the particular academic setting, including being chair of a department. Table A.1 describes salaries for 3,278 doctoral-level faculty, and Table A.2 presents this information for 67 master's-level faculty. The salary data in this section are presented according to academic rank: full professor, associate professor, assistant professor, lecturer/instructor, and other rank. Of course, salaries will also vary by years in rank.

Individuals from all fields of psychology are employed in faculty positions. At the doctoral level, the subfields most frequently reported by respondents are clinical (26.4%), social (10.0%), counseling (9.0%), developmental (8.6%), educational (7.8%), experimental (6.9%), and industrial/organizational (5.2%). At the master's level, 16.7% of the respondents report educational psychology as their major field, 16.7% report general, and 14.3% report clinical.

Two-thirds of the doctoral-level faculty are employed in various university settings, with 41.7% being employed in university psychology departments. Additionally, 13.6% are employed in four-year college settings, 10.7% in medical schools, 2.6% in two-year colleges, and 0.9% in professional schools. Table A.3 presents summary statistics for doctoral-level faculty in specific employment settings. Almost half (49.3%) of the master's-level faculty are in two-year colleges. Summary statistics for master's-level faculty in selected employment settings are presented in Table A.4.

Faculty salaries are typically paid on a 9-10 month basis, and the salary data in the following tables are presented in this manner. (Salaries reported on a 11-12 month basis have been converted to a 9-10 month basis.) However, there are a few settings where faculty salaries are often paid on a 11-12 month basis; these include university student counseling centers, university research centers or institutes, medical schools, and professional schools. The 9-10 month salaries reported in Table A.3 for these settings may be converted to an 11-12 month basis by multiplying by 11/9.

The median 9-10 month salary is $28,845 for doctoral-level faculty and $23,333 for master's-level faculty.

More extensive data, including breakdowns by years in rank, on faculty salaries in graduate departments of psychology are available each year from a survey co-sponsored by APA and the Council of Graduate Departments of Psychology[1].

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[1]Stapp, J. 1982-83 Faculty Salaries in Graduate Departments of Psychology. American Psychological Associaton, January 1983.

Table A.1

FACULTY POSITIONS -- DOCTORAL LEVEL

9-10 Month Salary	Academic Rank: Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more	2	2			4
$90,000 to $99,000					
$80,000 to $89,000					
$70,000 to $79,000	4				
$60,000 to $69,000	23	3			1
$59,000	3				
58,000	6	1	1		
57,000	12				
56,000	8				
55,000	11				
$54,000	8				
53,000	14	1	1		1
52,000	7		1		
51,000	12				
50,000	11	1			
$49,000	28	3		1	
48,000	26				
47,000	34	1			
46,000	31	2			
45,000	34	1	2		
$44,000	24	1			
43,000	41	1	1		
42,000	35	4		1	
41,000	36	9	1	2	
40,000	64	7		1	1
$39,000	48	6	2	1	
38,000	53	12	1	1	1
37,000	67	19	1		1
36,000	100	21	4	1	
35,000	89	11	1	2	
$34,000	70	19	4	1	1
33,000	75	28	14		
32,000	67	37	14		1
31,000	59	37	6		1
30,000	61	46	15	2	1
$29,000	50	76	35	3	1
28,000	36	56	21		1
27,000	26	82	26	1	1
26,000	30	80	31	1	1
25,000	36	103	51	10	7
$24,000	14	66	58		
23,000	7	47	71	1	3
22,000	6	57	99	5	1
21,000	7	27	95	7	3
20,000	4	27	117	9	5
$19,000	2	8	70	2	2
18,000	1	5	52	3	3
17,000		3	39	5	1
16,000	1	1	22	4	
15,000	1		7	1	
$14,000			6		
13,000			2		
12,000				1	
11,000					
$10,000 or less	1		1	1	1
N	1,385	911	872	67	43
90%	49,000	36,000	29,000	38,200	84,400
75%	42,000	30,000	25,000	27,000	32,000
Median - 50%	36,000	27,000	22,000	22,000	25,000
25%	32,000	24,000	20,000	19,000	20,000
10%	28,000	22,000	18,000	16,000	18,000
Mean	37,492	28,077	22,685	24,149	32,884
S.D.	9,022	6,700	4,903	7,945	23,588

9-10 Month Salary | Full professor | Associate professor | Assistant professor | Lecturer/ Instructor | Other Rank

Academic Rank

Table A.2

FACULTY POSITIONS -- MASTER'S LEVEL

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
		Academic Rank			
$100,000 or more					
$90,000 to $99,000					
$80,000 to $89,000					
$70,000 to $79,000					
$60,000 to $69,000					
$59,000					
58,000					
57,000					
56,000					
55,000					
$54,000					
53,000					
52,000					
51,000					
50,000					
$49,000					
48,000					
47,000					
46,000					
45,000					
$44,000					
43,000	1				
42,000					
41,000	2				
40,000					
$39,000					
38,000					
37,000					
36,000	3				1
35,000	1				
$34,000					
33,000		2			
32,000		3			
31,000					
30,000					
$29,000		2			
28,000	2				
27,000	1	1			
26,000		1	1	1	
25,000	1	4	3		
$24,000		3			
23,000		2		1	
22,000	1		2	1	1
21,000			1	1	
20,000	1	1	1	2	1
$19,000		1	1		
18,000		1	3	2	
17,000			1		
16,000			2	2	
15,000				2	
$14,000					
13,000			1	1	
12,000				1	
11,000					
$10,000 or less					
N	13	21	16	14	3
90%	42,200	32,800	25,300	24,500	
75%	38,500	30,500	24,250	21,250	
Median - 50%	35,000	25,000	19,500	18,000	
25%	26,000	23,500	17,250	15,000	
10%	20,800	19,200	15,100	12,500	
Mean	32,154	26,095	20,062	18,214	
S.D.	7,581	4,516	3,895	4,003	
9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
		Academic Rank			

TABLE A.3

FACULTY POSITIONS -- DOCTORAL LEVEL -- 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	FULL PROFESSOR	36,000	32,000-43,000	38,316	8,671	673
	ASSOCIATE PROFESSOR	26,000	24,000-29,000	26,685	4,255	387
	ASSISTANT PROFESSOR	21,000	19,000-22,000	21,029	2,666	307
	LECTURER-INSTRUCTOR	21,000	15,000-21,500	18,889	4,859	9
	OTHER RANK	21,000	20,000-34,000	34,143	29,504	7
						****
UNIVERSITY EDUCATION DEPARTMENT						
	FULL PROFESSOR	36,000	32,000-41,000	36,665	7,020	191
	ASSOCIATE PROFESSOR	26,000	25,000-30,000	27,466	4,611	110
	ASSISTANT PROFESSOR	22,000	20,000-23,000	21,953	2,978	64
						****
UNIVERSITY BUSINESS SCHOOL OR DEPARMENT						
	FULL PROFESSOR	43,000	35,000-49,000	42,341	9,901	41
	ASSOCIATE PROFESSOR	34,000	31,000-37,250	33,786	4,486	42
	ASSISTANT PROFESSOR	29,000	26,000-31,250	28,786	3,397	42
						****
UNIVERSITY OTHER ACADEMIC DEPARTMENT						
	FULL PROFESSOR	36,000	32,000-43,000	37,893	8,693	84
	ASSOCIATE PROFESSOR	28,000	25,000-31,500	28,477	4,352	65
	ASSISTANT PROFESSOR	23,000	21,000-25,000	22,965	3,864	57
						****
UNIVERSITY STUDENT COUNSELING CENTER*						
	FULL PROFESSOR	33,000	30,250-36,000	33,375	3,462	16
	ASSOCIATE PROFESSOR	26,000	23,000-31,500	27,000	4,690	5
	ASSISTANT PROFESSOR	20,000	18,000-22,000	21,000	4,282	7
						****
UNIVERSITY RESEARCH CENTER OR INSTITUTE*						
	FULL PROFESSOR	44,500	37,250-49,000	46,563	12,285	16
	ASSOCIATE PROFESSOR	28,000	27,000-29,000	27,857	1,864	7
	ASSISTANT PROFESSOR	25,000	24,000-29,500	26,400	3,847	5
						****
UNIVERSITY, OTHER SETTING						
	FULL PROFESSOR	38,500	35,500-41,000	40,083	8,501	12
	ASSOCIATE PROFESSOR	26,000	24,000-32,000	28,571	5,705	7
	ASSISTANT PROFESSOR	21,000	20,000-24,000	22,000	2,757	6
						****
FOUR YR COLLEGE PSYCHOLOGY DEPARTMENT						
	FULL PROFESSOR	31,000	25,000-36,250	31,462	6,813	158
	ASSOCIATE PROFESSOR	25,000	22,000-27,000	24,906	3,793	128
	ASSISTANT PROFESSOR	19,000	18,000-21,000	19,604	3,057	144
	LECTURER-INSTRUCTOR	21,000	17,000-22,000	20,143	2,968	7
						****

(CONTINUED)

TABLE A.3. (CONTINUED)

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
FOUR YR COLLEGE EDUCATION DEPARTMENT						
	FULL PROFESSOR	34,000	30,000-36,000	33,467	6,875	15
	ASSOCIATE PROFESSOR	28,000	19,500-31,000	25,800	6,017	5
	ASSISTANT PROFESSOR	21,000	17,000-25,000	20,714	4,030	7
						****
FOUR YR COLLEGE OTHER ACADEMIC DEPARTMENT						
	FULL PROFESSOR	31,000	27,750-34,750	31,333	5,279	6
	ASSOCIATE PROFESSOR	25,000	22,000-28,250	25,625	5,069	8
	ASSISTANT PROFESSOR	21,000	18,750-22,000	20,357	3,079	14
						****
TWO YEAR COLLEGE						
	FULL PROFESSOR	33,000	30,000-37,000	33,295	5,885	44
	ASSOCIATE PROFESSOR	25,000	22,000-31,000	27,053	5,223	19
	ASSISTANT PROFESSOR	18,000	17,000-24,000	20,375	4,759	16
	LECTURER-INSTRUCTOR	29,500	24,500-36,500	30,500	7,065	18
	OTHER RANK	25,000	23,500-25,750	25,000	3,071	8
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT*						
	FULL PROFESSOR	43,500	36,000-50,500	43,717	11,533	60
	ASSOCIATE PROFESSOR	34,000	29,000-38,000	36,145	12,338	55
	ASSISTANT PROFESSOR	26,000	23,000-29,000	26,583	4,913	96
	LECTURER-INSTRUCTOR	20,000	18,000-21,000	19,889	2,619	9
						****
MEDICAL SCHOOL, OTHER DEPARTMENT*						
	FULL PROFESSOR	40,500	34,000-47,250	40,318	6,986	22
	ASSOCIATE PROFESSOR	32,000	28,250-37,000	32,708	5,653	24
	ASSISTANT PROFESSOR	25,000	21,000-28,000	25,681	5,614	72
	LECTURER-INSTRUCTOR	20,000	16,250-25,000	21,000	4,870	8
						****
PROFESSIONAL SCHOOL*						
	FULL PROFESSOR	34,500	30,500-43,000	36,200	6,613	10
	ASSOCIATE PROFESSOR	28,500	24,250-30,000	30,714	12,092	14
	ASSISTANT PROFESSOR	24,000	21,500-29,500	24,889	4,076	9
						****

*SALARIES IN THESE SETTINGS ARE OFTEN PAID ON AN 11-12 MONTH BASIS RATHER THAN ON A 9-10 MONTH BASIS AS REPORTED HERE. THE STATISTICS PRESENTED MAY BE CONVERTED TO THEIR 11-12 MONTH EQUIVALENTS BY MULTIPLYING BY 11/9.

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE A.4.

FACULTY POSITIONS -- MASTERS LEVEL -- 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
FOUR YR COLLEGE PSYCHOLOGY DEPARTMENT						
	ASSOCIATE PROFESSOR	25,000	20,500-26,000	23,600	3,435	5
						****
TWO YEAR COLLEGE						
	FULL PROFESSOR	36,000	28,000-38,500	34,444	5,725	9
	ASSOCIATE PROFESSOR	25,500	23,250-32,000	26,667	4,868	12
	ASSISTANT PROFESSOR	18,000	17,000-22,000	19,429	3,155	7
	LECTURER-INSTRUCTOR	22,000	16,500-24,500	20,800	5,263	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

B. EDUCATIONAL ADMINISTRATION

Educational administration includes college or university administrative positions (such as president, provost, dean), although these individuals may also have a faculty appointment. Department chairs are not included in this category. These positions also include school district superintendents or other administrative positions related to education. Table B.1 presents salary data for 211 doctoral-level respondents; similarly, Table B.2 presents this information for 33 master's-level respondents. The data in this section, as in all subsequent sections of this report, are broken down according to total years of work experience.

The most frequently reported subfields for doctoral-level respondents include educational psychology (21.3%), school psychology (14.7%), counseling psychology (11.4%), and clinical psychology (10.0%); however, respondents from almost any subfield in psychology may be found in educational administration. Doctoral-level respondents are most likely to be employed in university administrative offices (29.9%), school system district offices (21.3%), or four-year college administrative offices (8.1%). Salary information for doctoral-level respondents in these and other settings is presented in Table B.3.

More than half of the master's-level respondents in educational administration report their major field as school psychology; 63.7% of these individuals are employed in schools, school system district offices, and other educational settings. Because of the small number of master's-level respondents, salary information for specific employment settings are not reported for these individuals.

For educational administration, the median 11-12 month salary is $40,200 for doctoral-level respondents and $39,625 for master's-level respondents.

Table B.1

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						1		2
$90,000 to $99,000			1					
$80,000 to $89,000				1	1	1		
$70,000 to $79,000							2	3
$60,000 to $69,000					3	3	3	1
$59,000								
58,000				1				1
57,000							2	
56,000					1			1
55,000						2		1
$54,000						1		
53,000								
52,000						1	1	
51,000					1	1	1	1
50,000					1	1	3	2
$49,000				1			3	
48,000				1	1	1	2	1
47,000				1	3			2
46,000						1		
45,000			1	1	2	4	3	2
$44,000				1	3	2		
43,000				4	1		3	1
42,000				1	3	3	2	
41,000					1			1
40,000				3	2	5	1	4
$39,000				1	4	2		
38,000				1				1
37,000			1	3		1		
36,000			1	3	1	2		1
35,000			1	3	1	2		
$34,000				3	1	2		1
33,000		1	2	3	1			
32,000		1	2	4	3	1		
31,000			1					
30,000				3		2		
$29,000		1		1		1		
28,000			2	1	2	1		
27,000		2	2			1		
26,000			1		1			
25,000		3	2	1		1		
$24,000		1	2	2		1		
23,000							1	
22,000		2					1	
21,000			1					
20,000								
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000				1				
13,000								
12,000								
11,000								
$10,000 or less								
N		11	20	45	37	44	28	26
90%		32,300	44,200	47,400	61,200	62,500	64,900	83,200
75%		29,000	34,500	42,500	47,000	49,500	55,750	60,500
Median - 50%		25,000	29,500	36,000	42,000	41,000	42,000	47,500
25%		24,000	25,250	32,000	35,500	35,000	43,000	40,000
10%		22,000	24,000	26,800	31,200	28,500	38,300	37,400
Mean		26,454	32,950	37,089	43,378	43,796	49,250	53,731
S.D.		3,643	14,569	10,070	11,632	14,444	11,900	18,070
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table B.2

EDUCATIONAL ADMINISTRATION -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000							1	1
52,000								
51,000								
50,000						1		
$49,000								
48,000								
47,000								
46,000					1	1		
45,000								
$44,000						1		
43,000						1	1	
42,000					2		1	1
41,000					1			
40,000					2	1	1	
$39,000								
38,000								
37,000					1			
36,000						1		
35,000				1				
$34,000				1	1	1		
33,000				1	1			
32,000								
31,000							1	
30,000				1				
$29,000				1				
28,000						1		
27,000				1				
26,000							1	
25,000								
$24,000		1						
23,000								
22,000								
21,000								
20,000			1					
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		1	1	6	9	8	6	2
90%				35,000	46,000	50,000	53,000	
75%				34,250	42,000	45,500	45,500	
Median - 50%				31,500	40,000	41,500	41,000	
25%				28,500	35,500	34,500	29,750	
10%				27,000	33,000	28,000	26,000	
Mean				31,333	39,444	40,125	39,167	
S.D.				13,141	4,126	7,140	9,538	
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE B.3

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY ADMINISTRATIVE OFFICE						
	5-9 YEARS	32,000	25,500-34,000	30,200	4,550	5
	10-14 YEARS	33,500	31,500-40,750	38,071	13,675	14
	15-19 YEARS	44,500	40,250-53,750	46,250	11,486	8
	20-24 YEARS	42,000	34,000-45,500	44,529	19,135	17
	25-29 YEARS	58,500	45,750-69,750	58,125	12,922	8
	30 OR MORE YEARS	48,000	40,250-72,500	54,375	15,720	8
						****
FOUR YR COLLEGE ADMINISTRATIVE OFFICE						
	20-24 YEARS	39,000	31,000-50,000	40,200	10,545	5
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	5-9 YEARS	32,000	27,250-39,000	33,167	7,111	6
	10-14 YEARS	37,000	27,000-40,500	33,444	9,541	9
	15-19 YEARS	43,000	41,500-47,000	43,667	4,555	9
	25-29 YEARS	48,000	42,500-49,000	46,444	3,468	9
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

C. RESEARCH POSITIONS

Research positions may involve basic or applied research in any field. These positions include non-faculty research positions in academic settings, or work in a laboratory or research institute in government or private settings. There were 350 doctoral-level respondents and 34 master's-level respondents employed in research positions. Salary information for these individuals is presented in Tables C.1 and C.2, respectively.

At both the doctoral level and the master's level, those employed in research positions represent many different subfields of psychology. At the doctoral level, the most frequently reported subfields are industrial/organizational (12.3%), clinical (11.4%), social (11.1%), experimental (9.4%), educational (7.7%), and engineering (5.1%). For master's-level respondents, the most frequently reported subfield is industrial/organizational (29.4%).

Individuals in research positions may work in almost any type of setting, including universities and colleges, medical schools, hospitals, clinics, business, or government. The most frequent employment settings for doctoral-level respondents are government research organizations (22.6%) and private research organizations. Table C.3 presents summary statistics for doctoral-level respondents in these and other settings. Because of the small number of master's-level respondents, salary data are not presented for selected employment settings.

For research positions, the median 11-12 month salary is $35,962 for doctoral-level respondents and $32,500 for master's-level respondents.

Table C.1

RESEARCH POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1	1	1	1
$90,000 to $99,000						1		
$80,000 to $89,000								
$70,000 to $79,000				1			1	1
$60,000 to $69,000				1	2	1	1	5
$59,000					1			
58,000								1
57,000						1		
56,000			1	1	1			
55,000				2	1	1		
$54,000					2			
53,000			1	1		2		
52,000		1	2			2	3	
51,000					1		1	1
50,000			2	2		1	2	2
$49,000			1	1	1	1		1
48,000			3	1	1		1	
47,000			1	2		1	1	
46,000					2	1	2	
45,000			3	2	4	3		2
$44,000		1	1	4	1	3	4	
43,000			1	2	3		1	1
42,000			1	4	2	1	1	1
41,000			2	2				1
40,000			4	4	4	1	2	
$39,000			4	4				
38,000			5	3	2			
37,000		1	2	5	1			
36,000		1	7	2	2	1		
35,000		2	5	4				2
$34,000		3	3	1				
33,000		1	1	3	1	1		
32,000	2	2	6	2	1			
31,000		3	4	1				2
30,000		10	9	5	1			
$29,000	1	4		1	1			
28,000	1	2	2					
27,000		4	5					
26,000	2		8	2		1		
25,000		3	4	1	2			
$24,000	1	4	4		1			1
23,000	1	3	2					
22,000	1	2	3		1			
21,000		2		1				
20,000	1	2	1	1				
$19,000		2	1					
18,000						1		
17,000	1	1	2					
16,000		1	1					
15,000		1						
$14,000	2	3						
13,000	1							
12,000								
11,000								
$10,000 or less		1						
N	14	60	102	66	40	25	21	22
90%	32,000	34,900	47,700	50,900	58,700	75,000	72,800	75,300
75%	28,250	30,750	39,000	44,000	48,750	53,000	52,000	63,000
Median = 50%	23,500	28,000	32,000	39,000	43,000	46,000	47,000	49,500
25%	16,250	22,250	26,000	33,000	36,250	43,000	44,000	39,500
10%	13,500	16,100	23,300	29,700	25,400	30,200	40,400	31,000
Mean	22,857	26,916	33,559	39,439	43,650	49,280	51,143	51,227
S.D.	6,503	7,384	8,790	9,424	13,662	17,155	13,800	17,463
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table C.2

RESEARCH POSITIONS -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000					1			
53,000								1
52,000								
51,000								
50,000							1	
$49,000								
48,000								
47,000						1		1
46,000								
45,000						1		
$44,000								
43,000								1
42,000						1		
41,000					1			
40,000								
$39,000							1	
38,000								1
37,000				1				
36,000								
35,000								
$34,000			1					1
33,000			2				1	
32,000			1		1	1		
31,000								
30,000				1	1	1	1	
$29,000					1			
28,000								
27,000								
26,000								
25,000			1		1			
$24,000				1				
23,000								
22,000		1						
21,000		1	1		1			
20,000							1	
$19,000								
18,000								
17,000		1						
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		3	6	3	7	5	5	5
90%			34,000		54,000	47,000	50,000	53,000
75%			33,250		41,000	46,000	44,500	50,000
Median = 50%			32,500		30,000	42,000	33,000	43,000
25%			24,000		25,000	31,000	25,000	36,000
10%			21,000		21,000	30,000	20,000	34,000
Mean			29,667		33,143	39,200	34,400	43,000
S.D.			5,354		11,097	7,727	11,104	7,450
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE C.3

RESEARCH POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	2-4 YEARS	19,000	14,750-24,000	19,500	5,244	6
						****
UNIVERSITY RESEARCH CENTER OR INSTITUTE						
	2-4 YEARS	27,000	19,000-30,000	25,857	6,203	7
	5-9 YEARS	25,000	22,000-27,000	24,333	3,077	6
						****
MEDICAL SCHOOL, OTHER DEPARTMENT						
	2-4 YEARS	22,000	17,500-26,500	22,000	5,701	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	5-9 YEARS	38,000	25,500-39,000	33,400	9,889	5
						****
CONSULTING FIRM						
	5-9 YEARS	41,000	28,500-45,500	38,000	9,121	6
	10-14 YEARS	42,000	39,500-61,000	48,600	12,740	5
						****
PRIVATE RESEARCH ORGANIZATION						
	2-4 YEARS	30,000	27,000-36,000	30,571	7,850	7
	5-9 YEARS	37,500	33,250-45,750	39,455	8,523	22
	10-14 YEARS	39,500	32,750-45,000	39,900	7,894	10
	15-19 YEARS	46,000	42,000-55,000	47,143	13,717	7
	20-24 YEARS	51,000	34,500-94,750	58,833	31,871	6
						****
GOVERNMENT RESEARCH ORGANIZATION						
	2-4 YEARS	30,000	26,500-33,000	29,222	4,790	9
	5-9 YEARS	31,500	29,250-35,250	31,538	5,609	26
	10-14 YEARS	35,000	30,000-40,000	35,353	5,841	17
	15-19 YEARS	43,500	37,500-48,750	43,400	7,058	10
	20-24 YEARS	46,000	44,000-52,000	47,857	4,298	7
	25-29 YEARS	50,500	43,000-52,000	48,167	4,997	6
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	36,000	29,000-48,500	38,111	10,031	9
						****
FEDERAL GOVERNMENT AGENCY						
	15-19 YEARS	44,000	39,500-53,000	45,800	8,786	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

D. ADMINISTRATION OF RESEARCH

Positions described as administration of research involve, for example, the management or administration of a research organization or program. Although individuals employed in these positions may be involved in research design, data collection and so forth, their primary responsibility is for the administration of research activities, including the supervision of research personnel. There were 182 doctoral-level respondents and 17 master's-level respondents who described their positions as administration of research, and their salaries are presented in Tables D.1 and D.2, respectively.

Individuals employed in the administration of research may be from any subfield of psychology. The most frequently reported subfields for doctoral-level respondents include industrial/organizational psychology (14.8%), clinical psychology (10.4%), social psychology (10.4%), educational psychology (9.9%), experimental psychology (6.6%), and engineering psychology. These individuals are also employed in a variety of settings. For doctoral-level respondents, the most frequently reported settings include government research organizations (25.3%), private research organizations (12.6%), university research centers or institutes (11.0%), and business or industry (8.8%); salary information for doctoral-level respondents in these settings is presented in Table D.3. Because of the small number of master's-level respondents who describe their employment as administration of research, salary information is not presented for master's-level respondents in selected settings.

For positions described as administration of research, the median 11-12 month salary is $45,300 for doctoral-level respondents and $46,000 for master's-level respondents.

Table D.1

ADMINISTRATION OF RESEARCH -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1	1		1
$90,000 to $99,000						1	3	
$80,000 to $89,000								3
$70,000 to $79,000					1	1		2
$60,000 to $69,000			1	1	3	4	6	8
$59,000								1
58,000				1		1		3
57,000							1	
56,000					1	2		
55,000				1		4		
$54,000				1		1		
53,000				1	1	1	1	1
52,000					1	2	1	1
51,000				1	2		1	1
50,000				3	2			1
$49,000			1					1
48,000		1	1	2	1			
47,000			1	2	2			1
46,000								2
45,000		1	2	1		1		
$44,000			1	2		1	1	
43,000			3	3	4			1
42,000			1	1	2		1	1
41,000				2	2			
40,000		1		6				
$39,000			1	2		1		
38,000				1	1	1		
37,000			5	1		1		
36,000		1	3	1	1			
35,000				2				
$34,000			1	2				
33,000		1	1	1	2			
32,000			2					
31,000								
30,000		1		1	1			
$29,000		3	1	1				
28,000		1		1				
27,000		1	2					
26,000		1	1					
25,000			1			1		
$24,000					1			
23,000		1						
22,000		1						
21,000		1						
20,000								
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		15	30	41	29	24	15	28
90$		46,200	47,900	53,800	62,000	83,500	94,800	80,000
75$		36,000	43,250	48,000	52,500	61,750	66,000	63,750
Median - 50$		29,000	37,000	41,000	47,000	55,000	60,000	59,500
25$		26,000	32,750	37,500	41,000	46,750	52,000	50,250
10$		21,600	27,000	33,200	33,000	37,500	43,200	45,700
Mean		31,067	38,200	42,937	47,966	56,083	63,800	60,286
S.D.		8,031	8,028	7,672	14,316	16,226	17,089	13,202

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table D.2

ADMINISTRATION OF RESEARCH -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000							1	
$80,000 to $89,000								
$70,000 to $79,000					1			1
$60,000 to $69,000								1
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								1
53,000							1	
52,000							1	
51,000								
50,000								
$49,000								
48,000							1	
47,000								
46,000						1		
45,000								
$44,000								
43,000								
42,000								
41,000				1				
40,000								1
$39,000								1
38,000								
37,000								
36,000								
35,000			1					
$34,000								
33,000					1	1		
32,000								
31,000								
30,000								
$29,000								
28,000								
27,000								
26,000								
25,000		1						
$24,000								
23,000								
22,000			1					
21,000								
20,000								
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		1	2	1	2	2	4	5
90%								79,000
75%								70,000
Median - 50%								54,000
25%								39,500
10%								39,000
Mean								54,600
S.D.								16,532

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE D.3

ADMINISTRATION OF RESEARCH -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	2-4 YEARS	19,000	14,750-24,000	19,500	5,244	6
						****
UNIVERSITY RESEARCH CENTER OR INSTITUTE						
	2-4 YEARS	27,000	19,000-30,000	25,857	6,203	7
	5-9 YEARS	25,000	22,000-27,000	24,333	3,077	6
						****
MEDICAL SCHOOL, OTHER DEPARTMENT						
	2-4 YEARS	22,000	17,500-26,500	22,000	5,701	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	5-9 YEARS	38,000	25,500-39,000	33,400	9,889	5
						****
CONSULTING FIRM						
	5-9 YEARS	41,000	28,500-45,500	38,000	9,121	6
	10-14 YEARS	42,000	39,500-61,000	48,600	12,740	5
						****
PRIVATE RESEARCH ORGANIZATION						
	2-4 YEARS	30,000	27,000-36,000	30,571	7,850	7
	5-9 YEARS	37,500	33,250-45,750	39,455	8,523	22
	10-14 YEARS	39,500	32,750-45,000	39,900	7,894	10
	15-19 YEARS	46,000	42,000-55,000	47,143	13,717	7
	20-24 YEARS	51,000	34,500-94,750	58,833	31,871	6
						****
GOVERNMENT RESEARCH ORGANIZATION						
	2-4 YEARS	30,000	26,500-33,000	29,222	4,790	9
	5-9 YEARS	31,500	29,250-35,250	31,538	5,609	26
	10-14 YEARS	35,000	30,000-40,000	35,353	5,841	17
	15-19 YEARS	43,500	37,500-48,750	43,400	7,058	10
	20-24 YEARS	46,000	44,000-52,000	47,857	4,298	7
	25-29 YEARS	50,500	43,000-52,000	48,167	4,997	6
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	36,000	29,000-48,500	38,111	10,031	9
						****
FEDERAL GOVERNMENT AGENCY						
	15-19 YEARS	44,000	39,500-53,000	45,800	8,786	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

E. DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY)

This section describes the salaries for respondents whose positions may be described as direct human services and who report clinical psychology as their current major field. There were 2,935 doctoral-level respondents and 267 master's-level respondents in this category, comprising the second largest percentage (30.3%) of respondents to the 1983 Salary Survey. Salary data for these individuals are presented in Tables E.1 and E.2, respectively.

These individuals may be employed in a number of different settings, and are most frequently found in hospitals, clinics, and independent practice. At the doctoral level, the most frequent settings reported by respondents include individual private practice (39.5%), community mental health centers or clinics (9.4%), group psychological practice (8.3%), Veterans Administration hospitals (6.7%), and public mental or psychiatric hospitals (6.2%). Salaries for doctoral-level respondents in these and 15 other specific settings are reported in Table E.3. At the master's level, respondents are most likely to be employed in community mental health centers or clinics (22.1%), public mental or psychiatric hospitals (16.9%), or individual private practice (13.5%); about 6% each are in special health service settings, outpatient clinics, and group psychological practice. Salaries for master's-level respondents in these and other settings are given in Table E.4.

For the specific settings of individual private practice, group psychological practice and medical/psychological group practice, the primary source of the salary for 98% of the respondents is fee-for-service (e.g., direct reimbursement, third-party payments, and so forth).

For direct human services (clinical psychology), the median 11-12 month salary is $38,435 for doctoral-level respondents and $25,938 for master's-level respondents.

Table E.1

DIRECT HUMAN SERVICES -- CLINICAL PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more		8	23	37	27	18	19	12
$90,000 to $99,000		1	17	16	8	2	6	3
$80,000 to $89,000		4	17	30	18	9	9	7
$70,000 to $79,000		1	32	41	29	19	15	14
$60,000 to $69,000		10	58	54	37	14	14	28
$59,000				2	4		2	1
58,000			4	3	3			
57,000		1	1	1	1	2		
56,000				4	4	1	1	
55,000		3	18	12	14	2	3	5
$54,000			1	4	1	1	1	2
53,000		1	3	3	1	1	2	
52,000			3	6	6	2	1	
51,000		1	1			1	1	
50,000		10	50	46	21	11	8	5
$49,000			1		1	2	2	2
48,000		1	5	12	4	1		2
47,000		1	2	1	2	1	2	3
46,000			4	6	2	3	4	2
45,000	1	3	17	21	15	8	14	13
$44,000		3	4	7	6	5	3	5
43,000	1	3	7	7	8	7	7	2
42,000		5	7	21	8	2	6	4
41,000			8	12	3	4	2	1
40,000		11	52	50	20	8	12	6
$39,000		5	16	14	4	2	2	2
38,000		9	32	15	6	4	1	2
37,000		4	28	20	3	7	4	1
36,000	2	16	26	18	7	11	2	1
35,000	1	15	42	34	9	15	6	4
$34,000	1	10	24	10	2	5	1	4
33,000	2	15	34	14	6	6	3	2
32,000		11	36	19	8	3	2	2
31,000		12	26	14	6	2	3	2
30,000	4	40	50	37	6	10	8	9
$29,000	3	32	20	5	4	2	1	1
28,000	3	19	29	21	6		3	1
27,000	4	23	23	14	3	2	2	1
26,000	2	26	26	6	3	2	2	2
25,000	6	31	38	11	7	2	4	1
$24,000	4	27	27	8	4	1	1	
23,000	5	17	13	5		1	1	
22,000	5	18	12	4			1	2
21,000	2	12	8	3		1		
20,000	3	11	10	5		3	3	2
$19,000	2	4	4					
18,000	2	3	5	3			1	
17,000	2	3		1				
16,000	1	1		1	1		1	
15,000	1	4	3	1		1	1	1
$14,000		2	2					
13,000	1	1	1					
12,000			2	1	1		1	
11,000			1					
$10,000 or less		1	6		1			
N	58	439	879	680	330	204	188	157
90%	34,100	45,000	70,000	80,000	90,000	89,000	100,000	86,800
75%	29,000	35,000	50,000	60,000	69,250	65,000	70,000	66,500
Median - 50%	25,000	29,000	35,000	41,000	50,000	44,000	45,000	49,000
25%	21,750	25,000	29,000	33,000	38,000	35,000	36,250	39,000
10%	17,950	22,000	24,000	28,000	30,000	30,000	27,900	30,000
Mean	25,362	32,305	41,146	48,382	54,327	51,274	53,133	54,369
S.D.	6,296	14,299	18,848	21,022	21,679	22,203	23,480	21,281
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table E.2

DIRECT HUMAN SERVICES -- CLINICAL PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1		1			
$90,000 to $99,000								
$80,000 to $89,000			1		1		1	
$70,000 to $79,000								1
$60,000 to $69,000				2	1	1		3
$59,000								
58,000								
57,000								
56,000								
55,000			1					
$54,000								
53,000				1				
52,000								
51,000								
50,000			1		1			2
$49,000								
48,000				1				
47,000			1					
46,000								
45,000		1		1				1
$44,000								
43,000					1	1		
42,000			1					1
41,000						1		
40,000							1	2
$39,000						1		1
38,000					1		1	2
37,000						1		2
36,000						3	2	1
35,000			1		1		1	
$34,000					2		1	
33,000				1	2		1	1
32,000			3	4	1	1	2	
31,000			3		2	1		1
30,000			3	6	1	1	2	3
$29,000		1	2	1	4		1	1
28,000			2	3	1			4
27,000		1	4	4	3	1	3	1
26,000			2				2	4
25,000		2	6	4	3		1	1
$24,000	1	1	2	8	3		1	1
23,000		4	2	2		1	3	
22,000		6	4	2				
21,000		4	9	1	1	1		1
20,000		4	5		3			
$19,000		4	5					
18,000		4	3		1			
17,000		4	1		1		1	
16,000	1	2	5					
15,000		6						
$14,000	1	2						
13,000								
12,000								
11,000								
$10,000 or less		1	1					
N	3	47	69	41	35	14	24	34
90$		25,000	35,000	47,400	56,000	51,500	39,000	60,000
75$		22,000	29,500	31,000	34,000	39,500	34,750	40,500
Median - 50$		20,000	23,000	27,000	29,000	36,000	29,500	32,000
25$		17,000	20,000	24,000	24,000	29,250	25,250	27,750
10$		15,000	17,000	23,000	20,000	22,000	23,000	25,500
Mean		19,979	26,681	30,024	33,200	35,143	31,375	36,794
S.D.		5,306	13,726	9,549	17,504	11,615	11,769	13,190
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE E.3.

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	22,000	20,750-23,250	21,944	1,765	18
	5-9 YEARS	26,000	24,000-29,750	27,000	3,104	12
	10-14 YEARS	28,000	27,300-35,500	30,778	5,495	9
						****
OTHER EDUCATIONAL SETTING						
	2-4 YEARS	25,000	20,000-30,000	25,000	5,916	5
						****
PUBLIC GENERAL HOSPITAL						
	2-4 YEARS	28,000	25,000-30,000	28,000	5,840	19
	5-9 YEARS	31,000	27,000-36,000	32,353	7,615	17
	10-14 YEARS	35,500	30,750-43,500	41,625	17,928	8
						****
PRIVATE GENERAL HOSPITAL						
	2-4 YEARS	30,000	26,000-33,500	29,973	5,063	37
	5-9 YEARS	35,000	31,500-43,000	38,351	15,247	37
	10-14 YEARS	39,500	29,750-45,250	38,889	12,295	18
	20-24 YEARS	40,000	28,500-47,000	38,200	10,035	5
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	0-1 YEARS	23,500	20,500-26,000	23,375	4,241	8
	2-4 YEARS	28,000	26,000-31,500	28,205	4,873	44
	5-9 YEARS	31,000	27,000-32,250	30,364	7,240	66
	10-14 YEARS	33,000	27,500-35,500	31,811	5,481	37
	15-19 YEARS	32,000	27,500-35,000	32,444	6,187	9
	20-24 YEARS	35,500	33,000-37,500	35,500	2,345	6
	30 OR MORE YEARS	31,000	26,000-33,000	29,571	4,117	7
						****
PRIVATE MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	30,000	25,500-33,000	28,588	6,596	17
	5-9 YEARS	33,000	26,500-37,250	31,750	7,134	24
	10-14 YEARS	40,500	35,750-46,500	41,722	9,380	18
	15-19 YEARS	44,000	32,000-55,000	48,429	24,501	7
						****
VETERANS ADMINISTRATION HOSPITAL						
	2-4 YEARS	35,000	29,000-36,000	32,735	4,173	34
	5-9 YEARS	38,000	37,000-39,000	38,132	2,337	53
	10-14 YEARS	40,000	38,000-41,250	41,026	10,047	38
	15-19 YEARS	43,000	40,000-44,500	41,857	3,890	21
	20-24 YEARS	43,000	41,000-44,250	42,389	2,993	18
	25-29 YEARS	43,500	42,000-45,000	43,167	2,595	18
	30 OR MORE YEARS	45,000	43,750-45,000	44,571	1,453	14
						****

(CONTINUED)

TABLE E.3. (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
INDIVIDUAL PRIVATE PRACTICE						
	2-4 YEARS	44,000	30,000-60,000	49,800	24,060	65
	5-9 YEARS	50,000	35,000-61,750	50,842	21,548	316
	10-14 YEARS	50,000	40,000-75,000	56,711	23,003	311
	15-19 YEARS	59,500	45,000-78,250	61,781	22,135	178
	20-24 YEARS	50,000	37,000-75,000	58,018	24,224	109
	25-29 YEARS	60,500	40,000-86,250	61,944	26,794	90
	30 OR MORE YEARS	60,000	45,000-77,000	62,148	22,289	88
						****
GROUP PSYCHOLOGICAL PRACTICE						
	0-1 YEARS	28,500	17,250-37,500	28,333	11,057	6
	2-4 YEARS	34,000	24,250-46,500	37,286	17,507	28
	5-9 YEARS	39,500	32,000-60,000	47,097	22,207	72
	10-14 YEARS	54,500	43,500-72,000	58,300	21,362	60
	15-19 YEARS	52,000	40,000-64,000	55,256	19,763	39
	20-24 YEARS	56,000	33,000-73,500	51,923	21,266	13
	25-29 YEARS	48,500	43,500-74,500	57,375	19,983	16
	30 OR MORE YEARS	51,000	34,750-67,000	50,700	17,845	10
						****
MEDICAL/PSYCHOLOGICAL GROUP PRACTICE						
	2-4 YEARS	39,000	30,000-45,000	41,316	17,263	19
	5-9 YEARS	49,000	33,500-62,750	51,421	21,286	38
	10-14 YEARS	50,000	33,000-61,000	51,931	20,784	29
	15-19 YEARS	56,000	42,500-65,000	56,706	16,781	17
	20-24 YEARS	57,000	45,000-89,500	65,200	24,924	5
	25-29 YEARS	54,000	40,000-73,000	56,455	22,304	11
	30 OR MORE YEARS	71,000	43,000-77,000	62,200	21,499	5
						****
OUTPATIENT CLINIC						
	2-4 YEARS	27,000	23,250-31,500	28,188	6,188	16
	5-9 YEARS	28,000	22,000-33,000	30,217	13,014	23
	10-14 YEARS	35,000	30,500-37,000	36,462	12,387	13
	20-24 YEARS	42,000	36,000-46,000	47,714	23,810	7
	25-29 YEARS	34,000	25,750-42,500	33,625	9,054	8
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	0-1 YEARS	23,000	19,250-25,000	22,500	3,979	10
	2-4 YEARS	25,000	22,000-29,000	25,556	4,641	63
	5-9 YEARS	27,000	24,000-32,000	28,190	6,188	105
	10-14 YEARS	31,000	28,000-35,500	31,789	6,167	57
	15-19 YEARS	33,000	27,500-41,000	35,000	9,048	17
	20-24 YEARS	33,000	30,000-36,250	34,900	6,919	10
	25-29 YEARS	34,500	32,750-37,500	35,000	2,757	6
	30 OR MORE YEARS	31,000	29,000-40,000	35,000	8,165	7
						****

TABLE E.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
HEALTH MAINTENANCE ORGANIZATION						
	2-4 YEARS	29,000	27,000-37,000	31,556	5,151	9
	5-9 YEARS	40,000	37,000-45,500	40,412	7,357	17
	10-14 YEARS	42,000	40,000-45,250	42,389	7,350	18
						****
NON-SCHOOL COUNSELING/GUIDANCE CENTER						
	2-4 YEARS	25,000	23,000-28,000	25,400	2,881	5
	5-9 YEARS	30,000	20,000-41,000	30,400	12,992	5
						****
SPECIAL SERVICE SETTING						
	2-4 YEARS	26,500	24,750-29,250	27,071	3,872	14
	5-9 YEARS	30,000	25,000-33,000	31,000	7,579	19
	10-14 YEARS	31,500	27,000-33,500	31,900	6,691	10
						****
OTHER HUMAN SERVICE SETTING						
	2-4 YEARS	25,000	23,000-29,750	25,167	4,448	12
	5-9 YEARS	33,000	23,500-39,000	31,923	13,238	13
						****
SELF-EMPLOYED, NOT PRIVATE PRACTICE						
	10-14 YEARS	40,000	33,000-55,000	43,200	11,713	5
						****
CRIMINAL JUSTICE SYSTEM						
	2-4 YEARS	30,000	27,000-34,500	30,556	4,558	9
	5-9 YEARS	32,000	26,000-36,250	31,286	5,136	14
	10-14 YEARS	34,000	28,250-37,000	32,625	6,501	8
						****
MILITARY SETTING						
	2-4 YEARS	32,000	27,000-35,000	31,200	5,020	5
	5-9 YEARS	35,000	30,000-36,500	33,462	4,502	13
	10-14 YEARS	32,000	30,000-39,000	34,286	6,075	7
						****
OTHER NON-PROFIT ORGANIZATION						
	15-19 YEARS	32,000	28,500-44,500	35,600	12,095	5

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE E.4.

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) — MASTERS LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	22,000	19,000-24,000	21,778	3,308	9
	5-9 YEARS	24,500	21,000-28,500	24,750	4,267	12
	10-14 YEARS	29,000	27,000-32,000	29,333	2,338	6
	15-19 YEARS	27,000	26,250-33,000	28,500	3,674	6
	25-29 YEARS	32,000	28,000-34,000	31,200	3,633	5
						****
INDIVIDUAL PRIVATE PRACTICE						
	5-9 YEARS	26,000	18,000-50,000	29,571	16,702	7
	10-14 YEARS	37,500	24,750-54,750	39,500	15,320	6
	15-19 YEARS	35,000	28,000-75,000	49,444	28,094	9
	30 OR MORE YEARS	39,000	33,000-41,000	40,889	15,390	9
						****
GROUP PSYCHOLOGICAL PRACTICE						
	5-9 YEARS	30,000	22,500-64,500	43,667	28,675	9
						****
OUTPATIENT CLINIC						
	2-4 YEARS	16,000	14,500-21,000	17,400	3,362	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	17,000	15,000-20,000	17,923	3,451	13
	5-9 YEARS	21,500	16,000-25,000	20,667	4,499	12
	10-14 YEARS	24,500	23,250-29,750	26,000	3,133	12
	15-19 YEARS	28,500	24,750-29,250	27,500	2,429	6
	25-29 YEARS	28,000	24,000-35,250	29,500	5,657	8
	30 OR MORE YEARS	29,500	25,750-32,500	29,667	4,274	6
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	27,000	25,000-31,000	26,857	5,242	7
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

F. DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY)

Salaries for respondents whose positions may be described as direct human services and whose current major field is counseling psychology are described in this section. Table F.1 presents salary information for 404 doctoral-level respondents, and Table F.2 presents similar information for 68 master's-level respondents.

At the doctoral level, respondents are most likely to be employed in individual private practice (24.5%), university student counseling centers (21.5%), community mental health centers (7.7%), group psychological practice (7.2%), and Veterans Administration hospitals (6.7%); salaries for doctoral-level respondents in these and other settings are presented in Table F.3. There were too few master's-level respondents to present statistics for individual employment settings.

The primary source of the salary for 98% of the respondents employed in individual private practice or group psychological practice is fee-for-service (e.g., direct reimbursement, third-party payments, and so forth).

For direct human services (counseling psychology), the median 11-12 salary is $32,056 for doctoral-level respondents and $24,500 for master's-level respondents.

Table F.1

DIRECT HUMAN SERVICES -- COUNSELING PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	2				
$90,000 to $99,000					1			1
$80,000 to $89,000			2	2		1		
$70,000 to $79,000		2	2	3		2		1
$60,000 to $69,000		1	6	10	2		1	
$59,000								
58,000			1		1			
57,000								
56,000								1
55,000				2	1			
$54,000								
53,000								
52,000		1	2	1	1			
51,000		1	1	1	1			
50,000		1	2	7	4	4	2	1
$49,000			1					
48,000			1	1			1	
47,000								
46,000			1				2	
45,000				2	2	1		1
$44,000					2	1	1	
43,000			1	1	1		1	
42,000		1		3		4	1	1
41,000			1	3	1	2		
40,000			7	2	2	3	1	1
$39,000			1	2		1	2	
38,000		1	4	3	1		1	
37,000			2	1	1			1
36,000		1	2	5				1
35,000		2	6	6	3	1		
$34,000		1	1	1			2	
33,000		1	3	5	1	1	4	1
32,000	1		2	3	1		1	1
31,000		1		4		1		
30,000		3	8	6	6	3		
$29,000	1	2	3	1				
28,000		3	6	5	1	1	1	
27,000	2	5	8	5		1		
26,000		6	6	5	1	1		
25,000		1	6	7			1	
$24,000	1	7	3	2	1			
23,000		11	9		1			
22,000		7	7	2	1			1
21,000		5	3	2				
20,000	2	4	2	1				
$19,000		4	2					
18,000		2	1					
17,000			1					
16,000		2						
15,000								
$14,000			1					
13,000								
12,000								
11,000			1					
$10,000 or less								
N	7	76	117	106	37	28	21	12
90%	32,000	39,200	58,400	63,600	58,400	70,200	50,000	89,000
75%	29,000	28,750	39,500	50,000	50,000	48,750	46,000	54,500
Median - 50%	27,000	24,000	29,000	35,000	40,000	41,000	39,000	41,000
25%	20,000	22,000	24,000	28,000	30,000	31,500	33,000	33,750
10%	20,000	19,000	21,800	25,000	25,600	27,900	28,800	25,000
Mean	23,571	27,526	34,231	40,283	41,189	42,500	39,524	46,917
S.D.	4,504	10,889	16,353	16,810	14,160	13,296	8,796	20,277
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table F.2

DIRECT HUMAN SERVICES -- COUNSELING PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$99,000 to $90,000					1			
$89,000 to $80,000								
$79,000 to $70,000								
$69,000 to $60,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000			1					
$49,000				1				
48,000							1	
47,000								
46,000								
45,000								
$44,000								
43,000								1
42,000					1			
41,000								
40,000					1			
$39,000								
38,000								
37,000								
36,000					1			
35,000						1		
$34,000					2			1
33,000			1		1			
32,000				1				
31,000								
30,000			2	1	1	1		
$29,000				2	1	1		
28,000				1				
27,000		1		1	2		1	
26,000								
25,000				3	1			
$24,000			1					
23,000			1	1				
22,000		1	1	2				
21,000			1					
20,000		1	4	1	1			
$19,000		1	3	1				
18,000		2		1				
17,000		1	1					
16,000		1						
15,000			1					
$14,000		4						
13,000		1						
12,000			1					
11,000								
$10,000 or less		1						
N		14	18	16	13	3	2	2
90%		24,500	34,700	37,100	75,000			
75%		19,250	25,500	29,000	38,000			
Median - 50%		16,500	20,000	25,000	33,000			
25%		14,000	19,000	22,000	27,000			
10%		11,500	14,700	18,700	22,000			
Mean		16,857	23,000	26,438	36,462			
S.D.		4,312	8,534	7,275	19,173			

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE F.3.

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY)-- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	22,000	20,500-25,000	22,476	2,839	21
	5-9 YEARS	23,500	22,750-27,250	25,200	4,089	30
	10-14 YEARS	28,000	25,000-35,000	29,438	5,645	16
	15-19 YEARS	30,000	28,500-33,250	30,500	4,183	6
	25-29 YEARS	33,000	32,250-37,000	33,375	4,241	8
						****
FOUR YR COLLEGE STUDENT COUNSELING CENTER						
	5-9 YEARS	25,500	22,000-28,000	25,250	4,683	8
						****
VETERANS ADMINISTRATION HOSPITAL						
	10-14 YEARS	40,500	36,500-41,750	39,375	2,722	8
	15-19 YEARS	41,000	36,500-43,500	40,200	3,701	5
						****
INDIVIDUAL PRIVATE PRACTICE						
	2-4 YEARS	50,000	27,000-70,000	48,571	20,198	7
	5-9 YEARS	40,000	30,000-60,000	46,067	19,307	30
	10-14 YEARS	50,000	33,500-60,000	49,158	17,002	38
	15-19 YEARS	51,000	40,000-58,000	51,545	18,085	11
	20-24 YEARS	50,000	47,500-72,500	56,667	15,055	6
						****
GROUP PSYCHOLOGICAL PRACTICE						
	5-9 YEARS	30,000	26,000-50,000	41,091	21,677	11
	10-14 YEARS	62,500	45,000-100,000+	67,500	27,884	6
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	23,000	19,000-26,750	23,400	5,873	10
	5-9 YEARS	27,500	23,250-30,500	27,500	6,294	10
	10-14 YEARS	26,000	24,500-32,500	27,667	5,050	9
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

G. DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY)

This section presents salaries for individuals whose positions may be described as direct human services and whose current major field is school psychology. Salary statistics for 221 doctoral-level respondents and 150 master's-level respondents are presented in Tables G.1 and G.2, respectively.

Approximately 89% of these individuals at both degree levels are employed in elementary or secondary schools, school system district offices, or other educational settings. Tables G.3 and G.4 present salary information for doctoral-level and master's-level respondents in these settings.

Salaries in schools and educational settings for this type of position are generally paid on a 9-10 month basis, so this is the way they have been reported. The 9-10 month salaries presented in this section may be converted to 11-12 month salaries by multiplying by 11/9.

For direct human services (school psychology), the median 9-10 month salary is $27,385 for doctoral-level respondents and $25,786 for master's-level respondents.

Table G.1

DIRECT HUMAN SERVICES -- SCHOOL PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						1		
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000					1	1		
$59,000								
58,000								
57,000		1	1					
56,000								
55,000				1				
$54,000						1		
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000								
42,000						1		
41,000								
40,000						1		1
$39,000						1		1
38,000			1					1
37,000			1	1	1			
36,000				2	1	1		
35,000		1	1	7	1	2		
$34,000			1	1	1	2	1	1
33,000		1	1	3	1	1	1	
32,000			2	8	4	1		1
31,000			2	1	4			
30,000			4	5	2	2	1	
$29,000		1	2	3	4	2	2	1
28,000			5	2	1	1		
27,000	1		3	2	3	4		
26,000		2	3	5				
25,000		6	12	2	1		1	
$24,000		1	3	5		2		
23,000			5	5				
22,000		3	6	5	1			
21,000		1	4	3	1			
20,000		4	5	3	1			
$19,000		1	1	2				
18,000		2	1					
17,000		1						
16,000								
15,000								
$14,000		1						
13,000								
12,000								
11,000								
$10,000 or less								
N	1	26	64	66	28	24	6	6
90%		33,600	32,500	35,000	36,100	59,500	34,000	40,000
75%		25,250	28,750	32,000	32,000	38,250	33,250	39,250
Median - 50%		23,000	25,000	28,000	30,500	32,500	29,500	36,000
25%		20,000	22,000	23,000	27,250	27,250	28,000	31,250
10%		17,700	20,000	21,000	21,900	25,500	25,000	29,000
Mean		24,346	26,203	28,212	30,893	36,708	30,000	35,333
S.D.		8,143	5,913	6,171	7,847	16,406	3,225	4,367
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table G.2

DIRECT HUMAN SERVICES -- SCHOOL PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000								
42,000								
41,000								
40,000								
$39,000								
38,000						2		
37,000								
36,000						1		4
35,000					2	1		
$34,000			1		1	2		1
33,000					3	4	2	
32,000			1	4	2		1	
31,000				2	1	1	2	
30,000		1		2	1	1	1	
$29,000			2		1	3		3
28,000		1		1	3	1	2	2
27,000		1	1	2				2
26,000				2	2	1	2	
25,000			2	5		1		
$24,000	1		1	3	2			
23,000			4	3	1			
22,000		1	3	1	1	1	1	
21,000		1	5	3	1		1	
20,000			8	2				
$19,000		2	3					
18,000			4				1	
17,000			2	1				
16,000			3	1	1			
15,000			1	1				
$14,000	1							
13,000								
12,000								
11,000								
$10,000 or less								
N	2	7	41	33	22	19	13	13
90%		30,000	28,600	32,000	34,700	38,000	33,000	74,400
75%		28,000	23,000	29,000	33,000	34,000	31,500	36,000
Median - 50%		22,000	20,000	25,000	28,500	33,000	28,000	29,000
25%		19,000	18,500	21,500	24,000	29,000	24,000	28,000
10%		19,000	16,200	18,200	21,300	25,000	19,200	27,000
Mean		23,714	21,317	24,939	28,318	31,368	27,615	36,538
S.D.		4,536	4,210	4,690	5,103	4,310	4,622	19,436
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE G.3.

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) --DOCTORAL LEVEL -- 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
ELEMENTARY OR SECONDARY SCHOOL						
	2-4 YEARS	25,000	20,500-27,500	26,692	10,258	13
	5-9 YEARS	25,000	23,000-28,000	25,778	4,479	36
	10-14 YEARS	30,000	23,500-33,500	28,788	5,308	33
	15-19 YEARS	32,000	29,000-35,250	31,300	4,644	10
	20-24 YEARS	33,000	27,500-37,000	37,000	19,532	13
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	2-4 YEARS	20,000	20,000-25,000	21,429	4,237	7
	5-9 YEARS	25,000	22,000-30,000	25,789	4,614	19
	10-14 YEARS	27,500	23,750-33,000	28,056	5,418	18
	15-19 YEARS	29,500	26,500-31,250	28,800	3,584	10
	20-24 YEARS	32,000	29,500-39,000	33,800	5,310	5
						****
OTHER EDUCATIONAL SETTING						
	10-14 YEARS	23,500	22,000-26,000	24,500	3,782	6
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE G.4.

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) --MASTERS LEVEL -- 9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
ELEMENTARY OR SECONDARY SCHOOL						
	5-9 YEARS	21,000	19,750-25,500	22,944	4,696	18
	10-14 YEARS	26,000	23,500-30,500	26,294	4,239	17
	15-19 YEARS	30,500	26,500-33,000	29,625	4,177	16
	20-24 YEARS	32,000	28,250-34,250	31,100	3,755	10
	25-29 YEARS	28,000	22,000-32,000	27,000	5,447	7
	30 OR MORE YEARS	36,000	28,500-36,000	40,222	22,731	9
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	5-9 YEARS	20,000	17,000-23,000	20,333	3,638	15
	10-14 YEARS	24,500	21,250-29,000	24,583	4,719	12
	20-24 YEARS	31,500	28,750-33,250	31,167	2,483	6
						****
OTHER EDUCATIONAL SETTING						
	5-9 YEARS	20,000	15,500-22,500	19,200	3,564	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

H. DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY)

The previous three sections described salaries for respondents whose position may be described as direct human services and whose current major field was clinical, counseling, or school psychology. There were an additional 159 doctoral-level respondents and 60 master's-level respondents whose position was direct human services, but who reported a major field other than clinical, counseling or school psychology. Among the subfields reported by these respondents are community psychology, educational psychology, developmental psychology, industrial/organizational psychology, and so forth. Salary information for doctoral-level and master's-level respondents is presented in Tables H.1 and H.2, respectively.

Doctoral-level individuals in this category are most likely to be employed in such settings as individual private practice, special health services settings, or community mental health centers or clinics. Salary information for doctoral-level respondents in these settings is presented in Table H.3

Master's respondents in this category are most likely to be employed in special service settings or community mental health centers, but there was an insufficient number to present salary statistics for these settings.

For direct human services (other psychology), the median 11-12 month salary is $34,688 for doctoral-level respondents and $25,250 for master's-level respondents.

Table H.1

DIRECT HUMAN SERVICES -- OTHER PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1	3			1
$90,000 to $99,000				1	1			1
$80,000 to $89,000				1	1			
$70,000 to $79,000				2		1		
$60,000 to $69,000			3	3	1			2
$59,000								
58,000								
57,000							1	
56,000								
55,000			1	1				
$54,000								
53,000								
52,000				1			1	
51,000								
50,000			2	3				
$49,000								1
48,000				2	1			
47,000								
46,000				1		1		
45,000				1	1	2		1
$44,000			1	1				
43,000			2	1				
42,000			1				1	
41,000							1	
40,000			3	2	2	1		
$39,000				1	1	1		
38,000			1		1			
37,000			2					
36,000		1	2	1	1	2		
35,000			4	1	1	1	1	
$34,000			1	1		1		
33,000			3			3		1
32,000			1	2				
31,000			1			1		1
30,000			2	3				
$29,000			1	3				
28,000	1	3	3	2				
27,000		1	4	1	1			
26,000		2		1	1			
25,000			2	1				
$24,000		1	2					
23,000		2	5					
22,000			1		1			
21,000		1	1					
20,000			2				1	
$19,000								
18,000		1	1					
17,000			3					
16,000								
15,000		1						
$14,000								1
13,000								
12,000								1
11,000		1						
$10,000 or less	1		1	2				
N	2	14	56	40	17	14	6	10
90$		32,000	50,000	77,200	100,000	62,500	57,000	99,300
75$		28,000	37,750	51,500	85,000	45,000	53,250	72,000
Median - 50$		25,000	30,500	40,000	40,000	36,000	41,500	47,000
25$		20,250	23,250	29,250	35,500	33,000	31,250	26,750
10$		13,000	19,400	26,100	25,200	32,000	20,000	12,200
Mean		23,857	32,268	43,975	54,882	40,357	41,167	50,200
S.D.		6,257	11,488	20,132	28,160	12,176	13,075	29,981
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table H.2

DIRECT HUMAN SERVICES -- OTHER PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								1
$60,000 to $69,000			1					
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000								
42,000				1				
41,000								
40,000								
$39,000							1	
38,000								
37,000		1				1		
36,000								
35,000			1					1
$34,000			1					
33,000			1	1				
32,000			1					
31,000			2			1		
30,000		1						
$29,000		1	1					
28,000			1	1				
27,000		2	1	2	2	1		1
26,000								
25,000		1	1	1			1	
$24,000			3	2				
23,000								
22,000			2					
21,000		2	2					
20,000		2	3			1		
$19,000		1	2	1				
18,000			3					
17,000		1						
16,000								
15,000								
$14,000								
13,000			1					
12,000		1						
11,000								
$10,000 or less								
N		13	27	9	2	4	2	3
90%		34,200	34,200	42,000				
75%		28,000	31,000	30,500				
Median - 50%		21,000	24,000	27,000				
25%		19,500	20,000	24,000				
10%		14,000	18,000	19,000				
Mean		23,462	25,482	27,667				
S.D.		6,540	8,997	6,557				
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE H.3

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
PRIVATE GENERAL HOSPITAL						
	5-9 YEARS	28,000	22,500-45,500	32,800	16,208	5
						****
INDIVIDUAL PRIVATE PRACTICE						
	5-9 YEARS	43,500	31,500-58,750	43,875	15,394	8
	10-14 YEARS	52,000	45,000-84,000	59,545	26,703	11
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	27,000	24,500-33,500	28,600	6,731	5
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	31,000	25,500-34,000	30,000	4,690	5
						****
CONSULTING FIRM						
	5-9 YEARS	41,500	34,500-45,500	39,833	8,773	6
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

I. ADMINISTRATION OF HUMAN SERVICES

This section presents salary information for positions described as administration of human services, i.e., positions that involve the management of a program of human services. Although these individuals may be directly involved in the delivery of services, their primary responsibility is the administration of human service activities, including the supervision of human service personnel. There were 984 doctoral-level respondents and 120 master's-level respondents reporting this type of position, and their salaries are shown in Tables I.1 and I.2, respectively.

At the doctoral level, the majority of respondents (69.6%) report clinical psychology as their current major field; other frequently reported subfields include counseling psychology (12.1%), and community psychology (5.2%). At the master's level, the most frequently reported subfields are clinical (38.3%), counseling (19.2%), school (9.2%), and community (9.2%).

As may be expected, these individuals are typically employed in organized human service settings such as hospitals, clinics, and schools. For doctoral-level respondents, 24.7% are employed in community mental health centers or clinics, 13.1% are in public mental or psychiatric hospitals, 7.3% are in Veterans Administration hospitals, 6.7% are in special health service settings, and 6.7% are in university student counseling centers. Salaries of doctoral-level respondents in these and other selected settings are presented in Table I.3. For master's-level respondents, 21.7% are employed in community mental health centers or clinics, 11.7% are in special health service settings; salary information for specific settings is given in Table I.4.

For administration of human services, the median 11-12 month salary is $36,232 for doctoral-level respondents and $30,250 for master's-level respondents.

Table I.1

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1		1		
$90,000 to $99,000			1			2	1	2
$80,000 to $89,000		1	1		1			1
$70,000 to $79,000				2	1	1		2
$60,000 to $69,000			2	7	1	4	2	6
$59,000				1	1		1	
58,000			1		1	1		
57,000				2	2		2	2
56,000			1	1	1	3	1	1
55,000			1	2	2	4	1	
$54,000					1	1		1
53,000				1		3	2	1
52,000			1	2	3	2	4	3
51,000				2	1		2	1
50,000			3	8	7	4	5	1
$49,000			3	5	3	3		
48,000		1		3	1	3	4	2
47,000				3	4	1	3	1
46,000			2	3	1	3		2
45,000		1	2	6	3	6	4	2
$44,000			3	8	5	3	2	1
43,000		1	4	12	10	5	3	
42,000			10	14	10	4	2	2
41,000			9	9	5	1		2
40,000		2	15	19	10	7		1
$39,000			4	4	7	5	1	2
38,000		2	9	11	9	4	2	2
37,000		2	8	2	13	2	2	1
36,000		2	18	14	15	2	2	3
35,000		5	13	18	9	5	7	3
$34,000		4	10	8	5	3		1
33,000		2	14	14	5	4	3	
32,000		4	13	20	5	1	1	2
31,000		5	16	6	4	5	2	1
30,000		6	20	14	2	4	1	1
$29,000		2	13	5	1	4		
28,000		3	13	7	1	1	1	
27,000	1	3	10	7	2	1		
26,000		7	8	5			1	
25,000	2	5	9	5	3		1	
$24,000	1	7	9	3	1	1	1	
23,000		4	5		1	1	1	
22,000		3	7	4	1			
21,000		2	2	1				
20,000		1	1					
$19,000		1	2					
18,000		1		2				
17,000					1			
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	4	77	263	261	159	105	65	50
90$		38,000	42,000	50,000	50,000	56,000	56,400	69,500
75$		34,000	38,000	43,000	43,000	49,500	50,500	57,000
Median - 50$		29,000	33,000	36,000	39,000	42,000	44,000	46,000
25$		24,500	28,000	32,000	35,000	35,000	35,000	37,750
10$		22,000	24,400	27,000	31,000	30,000	30,600	34,100
Mean		30,039	33,981	38,199	40,038	43,676	43,600	49,040
S.D.		8,421	8,830	10,060	8,739	13,203	11,275	14,716
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table 1.2

ADMINISTRATION OF HUMAN SERVICES -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000							2	1
$59,000								
58,000					1			
57,000								
56,000								
55,000								1
$54,000								
53,000								
52,000								
51,000								
50,000						1		1
$49,000								
48,000				1				
47,000								1
46,000								
45,000				1				
$44,000						1		1
43,000						1	1	1
42,000				1		1		1
41,000								
40,000				2		1	1	2
$39,000						1		
38,000				1		3		
37,000			1					1
36,000							1	2
35,000				2	1		1	1
$34,000				1		2		2
33,000					2			
32,000			1	5	1			2
31,000				1	1	2		
30,000		1	2	1				
$29,000		1	2	3		2		
28,000				2				
27,000			1	2	1			
26,000			2	1		1		
25,000				2	1	1		
$24,000			2	1				
23,000			3	1				
22,000			4	2				
21,000			2	2				
20,000		2	2		1			
$19,000			3	1				
18,000		1	3					
17,000		1	1		1			
16,000			1					
15,000			1					
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		6	31	33	10	17	6	17
90%		30,000	30,000	41,200	55,700	45,200	64,000	57,400
75%		29,250	26,000	34,500	33,500	41,000	63,250	45,500
Median - 50%		20,000	22,000	29,000	31,500	38,000	41,500	40,000
25%		17,750	19,000	25,000	23,750	30,000	35,750	34,500
10%		17,000	17,200	21,400	17,300	29,800	35,000	32,000
Mean		22,333	22,968	30,394	31,100	35,941	46,833	41,412
S.D.		5,680	5,115	7,137	11,170	6,887	13,228	9,233
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE I.3

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	5-9 YEARS	30,000	28,000-35,000	30,818	5,036	11
	10-14 YEARS	32,500	28,000-39,750	33,938	7,215	16
	15-19 YEARS	36,000	33,000-42,000	37,133	4,734	15
	20-24 YEARS	41,000	32,250-44,250	39,300	7,181	10
	25-29 YEARS	37,000	34,500-54,500	43,000	10,747	5
	30 OR MORE YEARS	45,000	36,000-57,000	46,200	11,122	5
						****
FOUR YR COLLEGE STUDENT COUNSELING CENTER						
	5-9 YEARS	28,000	24,250-40,250	33,667	17,143	6
						****
PUBLIC GENERAL HOSPITAL						
	5-9 YEARS	31,000	29,000-41,000	33,909	8,031	11
	10-14 YEARS	35,500	31,250-49,750	40,900	14,487	10
						****
PRIVATE GENERAL HOSPITAL						
	5-9 YEARS	33,000	30,500-42,000	35,692	6,836	13
	10-14 YEARS	41,000	38,000-44,000	42,111	6,294	9
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	32,000	27,500-35,500	31,600	5,030	5
	5-9 YEARS	33,000	32,000-36,000	33,290	3,734	31
	10-14 YEARS	35,000	32,000-43,000	36,839	7,541	31
	15-19 YEARS	40,000	37,000-42,500	41,333	6,167	21
	20-24 YEARS	35,000	31,250-43,500	37,950	7,373	20
	25-29 YEARS	36,000	35,000-44,500	38,769	6,710	13
	30 OR MORE YEARS	52,000	41,250-56,750	50,750	11,622	8
						****
PRIVATE MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	32,000	26,500-36,750	32,625	6,718	8
	5-9 YEARS	40,000	31,500-42,500	41,462	17,027	13
	10-14 YEARS	41,000	33,000-57,500	43,444	12,461	9
	15-19 YEARS	43,000	38,000-69,500	51,600	18,064	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	5-9 YEARS	40,000	36,000-43,000	39,727	3,069	11
	10-14 YEARS	43,000	40,000-46,000	43,579	5,253	19
	15-19 YEARS	44,000	40,750-46,250	43,429	3,777	14
	20-24 YEARS	53,000	45,000-56,500	52,000	6,197	6
	25-29 YEARS	50,000	45,000-51,000	46,273	7,525	11
	30 OR MORE YEARS	53,000	48,000-61,000	54,143	7,841	7
						****
OUTPATIENT CLINIC						
	5-9 YEARS	30,500	24,500-35,500	30,000	5,954	12
	10-14 YEARS	35,500	27,750-39,500	34,250	6,777	8
	20-24 YEARS	38,000	36,000-53,000	43,200	9,011	5
	25-29 YEARS	38,500	24,500-47,750	38,000	13,387	6
						****

(CONTINUED)

TABLE I.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	26,000	24,000-31,000	26,926	4,269	27
	5-9 YEARS	30,000	27,000-36,000	31,658	6,110	79
	10-14 YEARS	35,000	31,000-40,000	36,423	7,810	71
	15-19 YEARS	37,000	34,750-43,000	39,176	8,451	34
	20-24 YEARS	40,000	36,000-51,000	43,714	11,363	21
	25-29 YEARS	41,000	27,000-60,500	46,250	22,531	8
						****
NON-SCHOOL COUNSELING/GUIDANCE CENTER						
	15-19 YEARS	38,000	30,750-43,500	38,500	8,712	6
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	33,500	29,250-37,750	32,857	6,515	14
	10-14 YEARS	32,000	30,500-45,000	39,059	14,007	17
	15-19 YEARS	37,000	29,000-45,000	37,000	9,196	15
	20-24 YEARS	43,000	34,000-53,000	42,857	9,173	7
	30 OR MORE YEARS	52,000	41,000-76,500	57,400	18,174	5
						****
OTHER HUMAN SERVICE SETTING						
	5-9 YEARS	35,000	30,250-36,000	33,563	6,985	16
	10-14 YEARS	42,500	31,500-48,750	43,071	19,602	14
	15-19 YEARS	39,000	32,500-42,500	37,800	5,975	5
						****
CRIMINAL JUSTICE SYSTEM						
	5-9 YEARS	31,000	24,000-36,000	30,818	8,542	11
	15-19 YEARS	35,000	33,000-42,000	36,143	8,591	7
						****
MILITARY SETTING						
	10-14 YEARS	35,000	32,500-43,500	37,400	6,025	5
						****
FEDERAL GOVERNMENT AGENCY						
	10-14 YEARS	39,500	31,250-42,000	37,500	5,182	8
						****
STATE GOVERNMENT AGENCY						
	5-9 YEARS	36,000	28,000-44,500	37,667	11,130	6
	10-14 YEARS	38,500	30,750-47,750	40,300	12,632	10
	20-24 YEARS	40,500	30,500-43,500	38,167	6,646	6
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE I.4.

ADMINISTRATION OF HUMAN SERVICES -- MASTERS LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	23,000	18,500-28,000	24,060	6,519	9
	10-14 YEARS	25,500	21,250-30,250	25,750	4,808	12
						****
SPECIAL SERVICE SETTING						
	5-9 YEARS	22,000	17,500-27,500	22,400	5,128	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

J. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)

This section describes salaries of those respondents whose positions may be described as applied psychology (for example, the practice of industrial/organizational psychology, personnel selection or assessment; systems or equipment design; organizational consultation, analysis or training) and whose current major field is industrial/organizational psychology. Salaries for 183 doctoral-level respondents and 49 master's-level respondents are described in Tables J.1 and J.2, respectively.

For doctoral-level respondents, 39.3% are employed in consulting firms, 38.8% are employed in business or industry, and 10.9% are self-employed. Salaries for these settings are presented in Table J.3. It should be noted that the primary source of salary for approximately 71% of those employed in consulting firms and 100% of those who are self-employed is fee-for-service (e.g., consultation contracts). At the master's-level, the largest percentage of respondents (42.9%) are employed in business or industry, and detail regarding salaries in this setting is given in Table J.4.

For applied psychology positions (industrial/organizational psychology), the median 11-12 month salary is $44,714 for doctoral-level respondents and $35,750 for master's-level respondents.

Table J.1

APPLIED PSYCHOLOGY -- I/O -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more		1	1	1	1	2	4	
$90,000 to $99,000					1			1
$80,000 to $89,000			1	1		1	1	1
$70,000 to $79,000			1	1	1	1		2
$60,000 to $69,000		1	2	2	4	3	3	4
$59,000			1	2				
58,000					2	1		
57,000			1					
56,000				3				
55,000			1		1			
$54,000				1				
53,000			1	2				
52,000							2	
51,000							1	
50,000		3	2	5			1	2
$49,000			1	1				
48,000			2	2	1			
47,000			1		1			1
46,000		1	1					
45,000		2	3	2				
$44,000	1		2	1				
43,000			1		1			
42,000		1	2					
41,000			1	1	1			
40,000		4	4	5	1	1		2
$39,000		6					1	
38,000			1	1				
37,000		2	2	1		1		
36,000		4	4					1
35,000		2	3		1			
$34,000			1					
33,000			3					
32,000			2					
31,000		3	3	1	1			
30,000		4	3	1	1			
$29,000		1						
28,000				1				
27,000		2						
26,000	1							
25,000								
$24,000		1						
23,000			1					
22,000								
21,000								
20,000								
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less		1						
N	2	39	52	35	18	10	13	14
90$		50,000	59,700	68,200	99,200	100,000	100,000	88,000
75$		40,000	48,000	56,000	63,500	85,000	100,000	75,000
Median - 50$		37,000	40,000	50,000	56,500	62,500	60,000	60,000
25$		31,000	34,250	40,000	40,750	53,500	51,500	45,250
10$		27,000	31,000	34,600	30,900	37,300	43,400	38,000
Mean		38,590	43,250	50,343	56,056	67,000	69,923	59,571
S.D.		13,508	13,635	14,348	19,981	21,520	22,904	17,082
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table J.2

APPLIED PSYCHOLOGY -- I/O -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000						1		1
$59,000								
58,000								
57,000								1
56,000								
55,000								
$54,000						1		1
53,000								
52,000								1
51,000					1			
50,000				1		1		4
$49,000				1				
48,000						2		
47,000								
46,000								
45,000								
$44,000							1	
43,000								
42,000								
41,000					1			
40,000			1					
$39,000				1				1
38,000								
37,000			1					
36,000		1	1					
35,000				2				
$34,000								
33,000			2					
32,000		1						
31,000								
30,000			1					
$29,000		1						
28,000		1						
27,000		2						
26,000		2						
25,000		1		1				1
$24,000	1	2						
23,000			1					
22,000	1			1				
21,000								
20,000		1						
$19,000								
18,000		1						
17,000								
16,000								
15,000	1							
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	3	13	7	7	2	5	1	11
90%		34,400	40,000	50,000		60,000		93,000
75%		28,500	37,000	49,000		57,000		57,000
Median - 50%		26,000	33,000	35,000		50,000		50,000
25%		24,000	30,000	25,000		48,000		50,000
10%		18,800	23,000	22,000		48,000		27,800
Mean		26,308	33,143	36,429		52,000		53,818
S.D.		4,644	5,521	10,737		5,100		18,384
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE J.3.

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)-- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SELF-EMPLOYED, NOT PRIVATE PRACTICE						
	30 OR MORE YEARS	60,000	47,500-67,500	58,333	12,111	6
						****
CONSULTING FIRM						
	2-4 YEARS	36,000	30,750-50,000	43,214	19,224	14
	5-9 YEARS	46,000	32,000-60,000	50,909	23,390	11
	10-14 YEARS	47,500	38,500-58,250	49,833	16,044	12
	15-19 YEARS	55,000	40,000-75,000	58,182	23,912	11
	20-24 YEARS	65,000	55,000-85,000	68,333	20,412	6
	25-29 YEARS	72,500	58,000-100,000+	76,900	21,336	10
	30 OR MORE YEARS	55,000	41,750-83,250	60,500	20,853	8
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	39,000	33,000-40,000	37,381	5,390	21
	5-9 YEARS	40,000	35,000-45,500	41,500	8,963	30
	10-14 YEARS	50,000	48,000-56,000	51,615	7,309	13
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE J.4.

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- MASTERS LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	2-4 YEARS	27,500	26,000-33,000	29,167	4,021	6
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

K. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

Salaries for individuals whose positions may be described as applied psychology and whose current major field is a subfield other than industrial/organizational psychology are described in this section. These individuals are typically involved in organizational consultation, marketing research, systems/equipment design, and other applied psychology activities. There were 134 doctoral-level respondents and 26 master's-level respondents in these types of positions, and their salaries are presented in Tables K.1 and K.2, respectively.

The most frequently reported subfields for doctoral-level respondents include clinical psychology (31.3%) and engineering psychology (14.2%). These respondents are employed in a wide variety of settings, with the largest percentages employed in business or industry (17.2%) and consulting firms (15.7%). Salary information for these and other settings is found in Table K.3. There was an insufficient number of master's-level respondents in any particular employment setting to present data for selected settings.

For applied psychology positions (other psychology), the median 11-12 month salary is $37,833 for doctoral-level respondents and $30,500 for master's-level respondents.

Table K.1

APPLIED PSYCHOLOGY -- OTHER PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1			1	
$90,000 to $99,000								1
$80,000 to $89,000				1	1			
$70,000 to $79,000			1	2				
$60,000 to $69,000			3	1	3	1	1	
$59,000						1		
58,000								
57,000							1	
56,000								
55,000			1	1	1		1	
$54,000								1
53,000								1
52,000			2	1				
51,000				1		1		
50,000			1	1	1		2	
$49,000			1	1			1	
48,000				1	1			
47,000			2					
46,000			1		1			
45,000			3			2		
$44,000								
43,000					1			
42,000			2	1	1			1
41,000			1		1			
40,000				2	1	1	1	
$39,000			1		2			
38,000			1	1				1
37,000			1			2		
36,000				2			1	
35,000			3	1				
$34,000			2	1				
33,000			1	1	1			
32,000		2	2					
31,000		2	1	1		1		
30,000	1	5	2	2		1		
$29,000		2	1	1				
28,000		2	2					
27,000		2		1	1			
26,000	2	1	1					1
25,000			1	2				
$24,000			1					
23,000			1	1				
22,000			1					1
21,000								
20,000		1	1					
$19,000				1				
18,000								
17,000						1		
16,000								
15,000								
$14,000								
13,000	1							
12,000								
11,000								
$10,000 or less								
N	4	17	41	29	16	11	9	7
90%		32,000	59,000	75,000	66,000	60,400	100,000	95,000
75%		30,500	47,000	51,500	58,750	51,000	61,500	54,000
Median - 50%		30,000	37,000	38,000	44,300	40,000	50,000	42,000
25%		27,500	30,000	30,000	39,250	31,000	44,500	26,000
10%		24,800	24,200	25,000	31,200	19,600	36,000	22,000
Mean		28,824	39,390	43,759	47,688	41,091	55,889	47,143
S.D.		2,856	12,292	19,288	12,945	12,849	18,758	24,361
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table K.2

APPLIED PSYCHOLOGY -- OTHER PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000					1			
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000							1	
51,000								
50,000								
$49,000				1	1			
48,000								
47,000								
46,000								
45,000				2			1	1
$44,000								
43,000					1			
42,000								
41,000								
40,000						1		
$39,000								
38,000								
37,000				1				
36,000								
35,000								
$34,000				1				
33,000								
32,000			1					
31,000								
30,000		1						1
$29,000		1	1		1			
28,000			1					
27,000								
26,000								
25,000			1					1
$24,000								
23,000			1					
22,000								
21,000		1	1					
20,000				1				
$19,000								
18,000								
17,000								
16,000			1					
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		3	7	6	4	1	2	3
90$			32,000	49,000				
75$			29,000	46,000				
Median - 50$			25,000	41,000				
25$			21,000	30,500				
10$			16,000	20,000				
Mean			24,857	38,333				
S.D.			9,398	10,977				
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE K.3.

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
INDIVIDUAL PRIVATE PRACTICE						
	10-14 YEARS	55,000	27,500-80,000	54,000	26,552	5
						****
CONSULTING FIRM						
	5-9 YEARS	38,500	29,500-46,500	37,750	9,588	8
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	42,000	35,000-53,500	44,667	11,511	9
	10-14 YEARS	42,000	38,000-56,000	46,000	10,025	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

L. ADMINISTRATION OF APPLIED PSYCHOLOGY

Administration of applied psychology includes the management of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology or marketing research. Individuals in these positions may be directly involved in applied psychology activities; however, their primary responsibility is the administration of the program, including supervision of personnel. Tables L.1 and L.2 describe salaries for 186 doctoral-level respondents and 26 master's-level respondents, respectively.

The most frequently reported subfields for doctoral-level respondents in these positions are industrial/organizational psychology (39.2%) and clinical psychology (28.5%); 35.1% of the master's-level respondents report industrial/organizational psychology as their current major field. The most frequent employment settings for doctoral-level respondents are business or industry (20.9%), and consulting firms (19.1%). Salary information for these and other settings is given in Table L.3. For more than 60% of those employed in consulting firms, the primary source of salary is fee-for-service (e.g., consultation contracts). Because of the small number of master's-level respondents in these types of positions, salary information is not presented for selected employment settings.

For administration of applied psychology, the median 11-12 month salary is $46,000 for doctoral-level respondents and $47,500 for master's-level respondents.

Table L.1

ADMINISTRATION OF APPLIED PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			2	1	1	3	4	3
$90,000 to $99,000			1	1	2			1
$80,000 to $89,000			1		1	1	2	2
$70,000 to $79,000				2	1	1	1	1
$60,000 to $69,000			6	3	1	3	3	7
$59,000			1	1				
58,000								1
57,000								
56,000						1		1
55,000			1	1	2	1	1	
$54,000								1
53,000						1		
52,000		1	1	1				
51,000			1	1			1	
50,000			2	2	3	1	1	1
$49,000				1	1			
48,000			1	1	1		1	1
47,000			1					
46,000			1		1			
45,000		1	2	2	1	1	2	
$44,000								
43,000			1	2	1			
42,000			1					
41,000					1			
40,000		1	1			1		1
$39,000		1	2	1				
38,000			1	4				
37,000			3	3	1	1		
36,000			1		1	1		
35,000			3	1		1	1	1
$34,000			1	1	1	2		
33,000		1	2		1			
32,000			3	2	1			
31,000		1	3		1			1
30,000			2	2				
$29,000			1					
28,000			2					
27,000			1					
26,000				1	1			
25,000			1	1	1			
$24,000	1	3	1					
23,000			3					
22,000								
21,000								
20,000		1						
$19,000								
18,000			1					
17,000								
16,000								
15,000					1			
$14,000								
13,000								
12,000								1
11,000								
$10,000 or less								
N	1	10	55	35	26	19	17	23
90%		51,300	62,000	75,000	91,500	100,000	170,000	100,000
75%		41,250	51,000	55,000	56,250	75,000	94,000	82,000
Median - 50%		32,000	37,000	45,000	47,000	55,000	60,000	62,000
25%		24,000	31,000	37,000	33,750	37,000	49,000	50,000
10%		20,400	24,600	30,000	25,700	34,000	43,000	32,600
Mean		33,200	43,236	47,686	50,192	59,368	68,059	63,304
S.D.		10,570	18,429	17,836	22,105	22,887	22,851	22,782

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table L.2

ADMINISTRATION OF APPLIED PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								1
$70,000 to $79,000					1		1	2
$60,000 to $69,000			1		1	1		1
$59,000								
58,000				1				
57,000								
56,000								1
55,000								
$54,000								
53,000								1
52,000								
51,000								
50,000								
$49,000				1				
48,000								
47,000						1		
46,000								
45,000								
$44,000								
43,000								
42,000								
41,000			1					
40,000								
$39,000								
38,000			1					
37,000								
36,000								
35,000				1	1			
$34,000					1			1
33,000								
32,000								
31,000								
30,000								
$29,000								
28,000								
27,000								
26,000					1			
25,000				1	1			
$24,000				1				
23,000								
22,000								
21,000								
20,000		1						
$19,000								
18,000			1					
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		1	4	5	6	2	1	7
90$				58,000	71,000			85,000
75$				53,500	65,750			71,000
Median - 50$				35,000	34,500			65,000
25$				24,500	25,750			55,000
10$				24,000	25,000			34,000
Mean				38,200	42,500			62,000
S.D.				14,957	19,907			16,248
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE L.3.

ADMINISTRATION OF APPLIED PSYCHOLOGY -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	32,000	24,000-38,000	32,143	9,082	7
						****
CONSULTING FIRM						
	5-9 YEARS	60,000	47,500-100,000+	71,000	27,019	5
	10-14 YEARS	60,000	44,000-87,500	64,600	23,996	5
	15-19 YEARS	78,000	29,000-97,500	66,200	36,300	5
	20-24 YEARS	100,000+	77,500-100,000+	91,000	12,450	5
	25-29 YEARS	85,000	67,500-100,000+	84,000	17,103	5
	30 OR MORE YEARS	72,000	57,500-95,000	75,400	19,895	5
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	51,500	41,250-60,000	52,429	13,821	14
	10-14 YEARS	55,000	43,000-65,000	56,182	18,771	11
	25-29 YEARS	60,000	53,000-100,000+	73,200	24,672	5
	30 OR MORE YEARS	65,000	53,000-85,000	68,200	16,619	5
						****
STATE GOVERNMENT AGENCY						
	10-14 YEARS	37,000	25,500-38,000	32,800	6,686	5
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

M. OTHER ADMINISTRATIVE POSITIONS

Other administrative positions include management in a business, government, or non-profit organization that cannot be described as the direct administration of educational, research, human service, or applied psychology activities. This type of position may be related to psychology, such as the administration of a government program to fund psychological research. This type of position includes policy or program development or review, personnel administration, budgeting, and so forth. There were 193 doctoral-level respondents and 57 master's-level respondents in these types of positions, and their salaries are reported in Tables M.1 and M.2, respectively.

Individuals employed in the other administrative positions may be in almost any subfield of psychology. The most frequently reported employment setting for doctoral-level respondents is business or industry (19.2%). Salaries for doctoral-level respondents in this and other settings are presented in Table M.3. There was an insufficient number of master's level respondents in any particular employment setting to present data for selected settings.

For other administrative positions, the median 11-12 month salary is $44,600 for doctoral-level respondents and $40,000 for master's-level respondents.

Table M.1

OTHER ADMINISTRATIVE POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				3	1	2	1	2
$90,000 to $99,000								
$80,000 to $89,000				1	1	1	5	2
$70,000 to $79,000			1		1	2	1	3
$60,000 to $69,000				5	5	3	4	7
$59,000								1
58,000				1				
57,000								
56,000					1	1		
55,000				1	2			1
$54,000					1	1		
53,000					1	1		
52,000				3			2	
51,000						1		
50,000		1		2	2	3		2
$49,000						1		
48,000			1	3				1
47,000							1	
46,000					2	2	1	
45,000			2	1	1			1
$44,000				1				1
43,000			1	1				
42,000				2	2			1
41,000			1	2	1			
40,000			5	3	1	1		1
$39,000			1	1	2			
38,000						2	1	
37,000				2				1
36,000			2	2	1	1		
35,000				2	2			
$34,000			4	1				
33,000			1	1	1			
32,000		2	2		1			
31,000			2					
30,000		1	1	4			2	
$29,000				2				
28,000		1	1	1		2		
27,000			1					
26,000		2		3				
25,000			1				1	
$24,000	2						1	
23,000					1			
22,000			1					
21,000					1			
20,000			1				2	1
$19,000								
18,000			1					
17,000			1				1	
16,000								
15,000							1	
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	2	7	32	48	31	24	24	25
90%		50,000	47,100	65,800	73,200	90,000	86,500	92,800
75%		32,000	40,000	52,000	60,000	66,500	78,750	71,000
Median - 50%		30,000	34,000	41,500	46,000	50,500	52,000	61,000
25%		26,000	30,250	34,250	39,000	41,500	26,250	46,500
10%		26,000	20,600	28,900	32,200	32,000	18,500	38,800
Mean		32,000	36,344	46,521	49,710	55,417	52,958	60,600
S.D.		8,327	12,574	18,521	16,967	19,204	26,401	19,168
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table M.2

OTHER ADMINISTRATIVE POSITION -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000						1		1
$60,000 to $69,000				1	2		2	4
$59,000								
58,000								1
57,000								
56,000								
55,000								
$54,000							1	
53,000								
52,000						1		
51,000								
50,000							1	1
$49,000								
48,000				1				
47,000					1			
46,000				1		1	1	1
45,000								1
$44,000								
43,000				1				1
42,000								1
41,000								
40,000				2			1	
$39,000					1	1	1	
38,000								
37,000						2		
36,000			1		1			
35,000					1			
$34,000								1
33,000				1	1			2
32,000		1			1	1		
31,000			1			1		
30,000						1		
$29,000				1			1	
28,000								
27,000			1					
26,000					1			
25,000				1	1			
$24,000						1		
23,000								
22,000								
21,000			1					
20,000								
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		1	4	9	10	10	8	15
90%				60,000	60,000	68,200	63,,000	83,800
75%				47,000	50,250	47,500	58,,500	62,000
Median - 50%				40,000	35,500	37,000	48,,000	50,000
25%				31,000	30,500	30,750	39,,250	42,000
10%				25,000	25,100	24,600	29,,000	33,000
Mean				40,444	39,300	39,800	47,,625	53,600
S.D.				10,620	12,561	13,332	11,,451	17,840
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE M.3.

OTHER ADMINISTRATIVE POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY ADMIINISTRATIVE OFFICE						
	10-14 YEARS	30,000	27,000-45,500	35,000	14,629	5
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	41,500	40,000-52,000	46,833	12,983	6
	10-14 YEARS	63,000	51,000-82,000	64,556	23,394	9
	15-19 YEARS	56,000	50,000-75,000	57,429	19,225	7
	20-24 YEARS	80,000	72,500-100,000+	85,000	14,142	5
						****
FEDERAL GOVERNMENT AGENCY						
	20-24 YEARS	50,500	43,500-54,500	48,833	7,167	6
						****
OTHER NON-PROFIT ORGANIZATION						
	10-14 YEARS	41,000	38,000-55,000	45,400	9,127	5
	25-29 YEARS	22,500	16,500-76,250	38,667	30,310	6
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

N. OTHER TYPES OF POSITIONS

There were 137 doctoral-level respondents and 42 master's-level respondents who reported that their positions could not be reasonably assigned to one of the previously described categories. For example, these positions may be in sales, publishing, teaching, medicine and so forth, and they may or may not be related to psychology. Salaries for doctoral-level and master's-level respondents in these other types of positions are presented in Tables N.1 and N.2, respectively.

Individuals in these other types of positions are from a variety of subfields and are employed in a variety of settings. At the doctoral level, the most frequently reported employment setting is business or industry (18.2%). Table N.3 presents salary information for selected settings. There was an insufficient number of master's-level respondents to present salary information for selected settings.

For other types of positions, the median 11-12 month salary is $39,800 for doctoral-level respondents and $34,000 for master's-level respondents.

Table N.1

OTHER POSITION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	6	3	2	1	2
$90,000 to $99,000						1		
$80,000 to $89,000			1	2				1
$70,000 to $79,000		1	1	2		1		1
$60,000 to $69,000			2	4	1	1	1	1
$59,000								
58,000								
57,000								
56,000								
55,000				2				
$54,000								
53,000					1			
52,000				1				
51,000						1		
50,000			1	1	2	1	2	
$49,000			1					
48,000								
47,000					1			
46,000								
45,000			2	2	1			
$44,000					1			1
43,000				1		1		
42,000			2	1				1
41,000			1		1			
40,000		1	2	1	1			
$39,000				1	1	2		1
38,000							2	
37,000					1	1	1	
36,000				4	1			
35,000		1	1	2			1	
$34,000					1	1		
33,000					1			
32,000		1	1	1	1	1	1	
31,000		1	1		1			
30,000		2	1	1	1			1
$29,000								
28,000	1							
27,000			1	1		1		
26,000								
25,000			1	1		1		
$24,000		1						
23,000		1			1			
22,000		1	2	1	1			
21,000		1						
20,000				1				1
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000	2	1						
12,000		1	1	1				
11,000								
$10,000 or less		1		1		1	1	
N	3	14	23	39	22	16	10	10
90%		55,000	79,200	100,000	100,000	100,000	96,400	100,000
75%		32,750	50,000	70,000	50,750	71,750	53,500	85,000
Median - 50%		27,000	41,000	45,000	40,500	41,000	38,000	55,500
25%		19,000	30,000	35,000	32,750	32,500	34,250	36,750
10%		11,000	22,000	20,000	25,100	20,500	12,200	21,000
Mean		28,071	44,130	51,872	47,591	51,562	45,400	59,400
S.D.		14,990	20,994	27,298	23,260	28,235	23,782	28,500

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

Table N.2

OTHER POSITION -- MASTER'S

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						1	2	1
$90,000 to $99,000								
$80,000 to $89,000					1			
$70,000 to $79,000					1			1
$60,000 to $69,000				2		1		
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000					1			1
$49,000				1				
48,000								
47,000								
46,000								
45,000								
$44,000							1	
43,000								
42,000					1			
41,000								
40,000								
$39,000								
38,000					1	1		
37,000						1		
36,000								
35,000				1				1
$34,000			1					1
33,000				1			1	
32,000								
31,000								
30,000								
$29,000								
28,000								
27,000	1	1						
26,000								
25,000			1					
$24,000			2					
23,000		1						
22,000				1				
21,000							1	
20,000		1						1
$19,000						1		
18,000								1
17,000				1				
16,000		1						
15,000								1
$14,000								
13,000		1						
12,000			1					1
11,000								
$10,000 or less								
N	1	5	5	7	5	5	5	9
90%		27,000	34,000	65,000	85,000	100,000	100,000	100,000
75%		25,000	29,500	62,000	77,500	80,000	100,000	60,000
Median - 50%		20,000	24,000	35,000	50,000	38,000	44,000	34,000
25%		14,500	18,000	22,000	40,000	28,000	27,000	16,500
10%		13,000	12,000	17,000	38,000	19,000	21,000	12,000
Mean		19,800	23,800	40,429	57,000	50,800	59,600	39,333
S.D.		5,541	7,823	18,778	19,925	31,108	37,766	29,475
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE N. 3.

OTHER TYPES OF POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S. D.	N
INDIVIDUAL PRIVATE PRACTICE						
	10-14 YEARS	65,000	50,000-85,000	67,000	20,797	5
						****
SELF-EMPLOYED, NOT PRIVATE PRACTICE						
	10-14 YEARS	36,000	12,000-70,000	40,571	33,201	7
						****
CONSULTING FIRM						
	10-14 YEARS	80,000	50,000-100,000+	75,000	28,636	6
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	36,000	23,250-47,250	34,250	13,520	8
	10-14 YEARS	45,000	39,000-85,000	56,286	25,973	7
						****

SOURCE: 1983 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

APPENDIX

Return before April 30, 1983

AMERICAN PSYCHOLOGICAL ASSOCIATION
1983 SALARY SURVEY

INSTRUCTIONS

(Please read carefully before completing the questionnaire)

This questionnaire is completely **anonymous.** Your name is **not** requested, and there is no identifying number on this questionnaire.

MARKING DIRECTIONS

- **Use only a soft black lead pencil (No. 2 is ideal).**
- **Make heavy black marks that fill the circle.**
- **Erase cleanly any answer you wish to change.**
- **Make no stray markings of any kind.**

EXAMPLE: Will marks made with ballpoint pen or felt-tip pen be properly read?

○ Yes ● No

1. **Present Employment.** "Are you currently employed at least 35 hours per week (i.e., full-time) in a salaried position, independent practice, or self-employment position?" If you answer "No" (i.e., you are unemployed, retired, or employed fewer than 35 hours per week), do not complete the remainder of this questionnaire. Please stop here and return this questionnaire in the enclosed envelope.

2. **Current Major Field.** Please fill in the circle indicating the major field that best describes your professional identification. Mark one only.

3. **Highest Degree.** Please indicate your highest degree.

4. **Year of Highest Degree.** Please indicate the year in which you received your highest degree. Write the year in the boxes and mark the matching circles below each box.

5. **Total Years Work Experience.** In general, this will be the number of years since receiving your highest degree. However, there are several exceptions to this general rule. For example:

   Since receiving your highest degree, there was a period (one or more years) when you did not work.

   or

   You had work experience at a professional level before receiving your highest degree.

   or

   Since receiving your highest degree, there has been a major change in your specialty field such that work experience prior to this change is irrelevant to your present employment.

6. **Employment Setting.** Using the code list below, please select the setting that best describes your full-time primary employment position. Write the code number in the boxes and mark the matching circles below each box.

CODE LIST

Educational Institutions and School Systems

University (excluding medical school):
- 01 Psychology department
- 02 Education department
- 03 Business school or department
- 04 Other academic department or unit
- 05 Management or administrative unit
- 06 Student counseling or services center
- 07 Research center or institute
- 09 Other university setting

Four-year college:
- 11 Psychology department
- 12 Education department
- 13 Business school or department
- 14 Other academic department or unit
- 15 Management or administrative unit
- 16 Student counseling or services center
- 17 Research center or institute
- 19 Other four-year college setting

- 21 Two-year college
- 22 Medical school psychiatry department
- 23 Medical school, other than psychiatry department
- 24 Free-standing professional school for health services other than medical (e.g., psychology, nursing, dentistry, psychiatry, etc.)
- 25 Elementary or secondary school
- 26 School system district office
- 29 Other educational setting (e.g., vocational, adult or special education)

Human Service Settings

- 31 Public general hospital
- 32 Private general hospital
- 33 Public mental or psychiatric hospital
- 34 Private mental or psychiatric hospital
- 35 VA Hospital
- 41 Individual private practice
- 42 Group psychological practice
- 43 Medical/psychological group practice
- 44 Outpatient clinic
- 45 Community mental health center or clinic (CMHC)
- 46 Health Maintenance Organization (HMO)
- 47 Counseling and guidance center (not school or college)
- 48 Special health services: retardation, aging, or handicapped
- 49 Other human service setting

Other Employment Settings

- 51 Self-employed (other than private practice)
- 52 Consulting firm
- 53 Private research organization or laboratory
- 54 Government research organization or laboratory
- 55 Business or industry (excluding consulting firm or research organization)
- 61 Criminal justice system
- 62 Military service (other than above settings)
- 63 Federal government agency (other than above settings)
- 64 State government agency (other than above settings)
- 65 Local government agency (other than above settings)
- 66 Other non-profit organization
- 69 Other non-educational or non-service setting not listed above

7. **Type of position.** Please select the category that best describes the type of position you hold in your primary employment setting (as indicated in Question 6). You may be involved in several different types of work activities; however, your employment position can usually be described by **one** of the following categories.

   Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

   Educational Administration. Includes college or university administrative positions (such as president, provost, dean, etc.) although you may also have a faculty appointment. Does **not** include department chair. Also includes superintendent of school district or other administrative position related to education.

   Research. Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

   Administration of Research. Includes the management or administration of a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is the administration of research activities, including the supervision of research personnel.

   Direct Human Services. Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

   Administration of Human Services. Includes the management or administration of a program of human services. Although you may be directly involved in the delivery of human services, your primary responsibility is the administration of human service activities, including the supervision of human service personnel.

   Other Applied Psychology. Includes the practice of industrial/organizational psychology; personnel selection or assessment; systems or equipment design; organizational consultation, analysis or training.

   Administration of Applied Psychology. Includes the management or administration of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is the administration of the program, including the supervision of personnel.

   Other Administrative Position. Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the direct administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

   Other Type of Position. Includes any type of position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

8-9. **Full-time Salary (9-10 month or 11-12 month).** Please indicate in thousands of dollars the amount of salary from your full-time position (e.g., $27,000 = 27). Write the salary in the boxes and mark the matching circle below each box. Please be sure to indicate if your salary is 9-10 month (academic year basis) or 11-12 month.

10. **Source of Salary.** Some individuals (particularly those who are self-employed or in private practice) are engaged in fee-for-service activities. If the primary source of your salary is fee-for-service (e.g., direct reimbursement, third-party payments, consultation contracts, etc.), please answer "Yes" to this question.

PLEASE READ INSTRUCTIONS ON REVERSE SIDE BEFORE COMPLETING THIS QUESTIONNAIRE
PLEASE BE SURE TO USE A SOFT, BLACK LEAD PENCIL

1. **Present Employment.** Are you currently employed at least 35 hours per week (i.e., full-time) in a salaried position, independent practice, or self-employment position?

   ○ Yes (Answer Questions 2-10) ○ No (Please stop here and return this questionnaire)

---

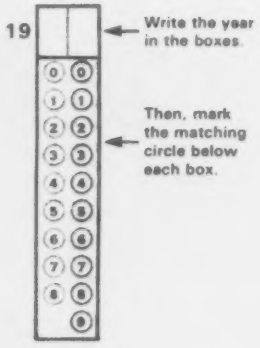
2. **Current Major Field.** Please indicate your major field or professional identification. (Mark one only)

   ○ Clinical
   ○ Cognitive
   ○ Community
   ○ Comparative
   ○ Counseling
   ○ Developmental
   ○ Educational
   ○ Engineering
   ○ Experimental
   ○ General
   ○ Industrial/organizational
   ○ Personality
   ○ Physiological
   ○ Psycholinguistics
   ○ Psychometrics
   ○ Psychopharmacology
   ○ Quantitative
   ○ School
   ○ Social
   ○ Systems/History/Methods
   ○ Other, in psychology
   ○ Other, not in psychology

3. **Highest Degree.** (Mark one only)

   ○ Doctorate (PhD, EdD, PsyD)
   ○ Master's (MA, MS, MEd)
   ○ Other degree

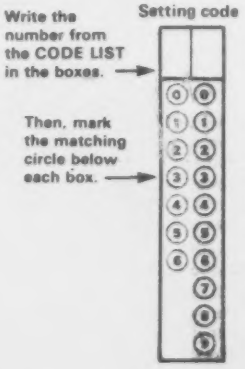
4. **Year of highest degree.** Indicate in boxes the year you earned your highest degree. (e.g., 1968 = 68)



5. **Total Years Work Experience.** (Mark one only) (See instructions on reverse side)

   ○ 0, 1 year ○ 2-4 years ○ 5-9 years ○ 10-14 years ○ 15-19 years ○ 20-24 years ○ 25-29 years ○ 30 years or more

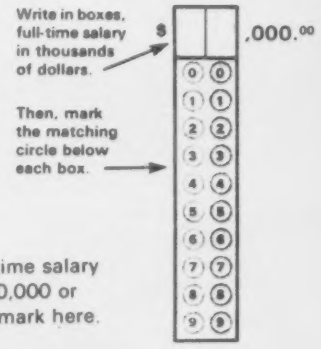
6. **Employment Setting.** Using the CODE LIST on the reverse side, indicate in the boxes the code number for your employment setting.



7. **Type of Position.** (Mark one only) (See instructions for complete description)

   Faculty Position
   ○ Full Professor
   ○ Associate Professor
   ○ Assistant Professor
   ○ Lecturer or Instructor
   ○ Other Faculty Position
   ○ Educational Administration
   ○ Research
   ○ Administration of Research
   ○ Direct Human Services
   ○ Administration of Human Services
   ○ Other Applied Psychology
   ○ Administration of Applied Psychology
   ○ Other Administrative Position
   ○ Other Type of Position

8. **Full-time Salary (9-10 month or 11-12 month).** Indicate in thousands of dollars the amount of salary from your full-time primary position (e.g., 27,000 = 27).



   ○ If full-time salary is $100,000 or more, mark here.

9. **Indicate the period for this salary.** (Mark one only)

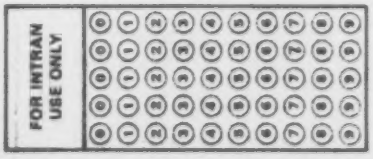
   ○ 9-10 months ○ 11-12 months

10. **Source of Salary.** Is the primary source of your salary fee-for-service (e.g., direct reimbursement, third-party payment, consultation contracts, etc.)?

    ○ Yes ○ No

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1983 APA Salary Survey
4555 West 77th Street
Minneapolis, Minnesota 55435



Return before April 30, 1983